

# Public Libraries

(MONTHLY)

Vol. 21

February, 1916

No. 2

## Some Aspects of Our Personal Life\*

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tute, Brooklyn, N. Y.

It was suggested that I select as my subject one of these: "A Librarian's personal reading," "Avoiding ruts," or "Keeping fit." The divergence of choice piqued me to see if they could be combined something in the way we used to unite incongruities in the old game of dumb crambo, where a word supplied by one player and a question by another were made into a poem that should bring in the word and answer the question.

The secret of success in that game was to find a common denominator. So I looked about to find one that would embrace Keeping fit, Avoiding ruts, and our Personal reading, and decided to take as my theme "Some aspects of our personal life."

To begin with I want to say something that I know many of you will disagree with, but it is my conviction that it is a great mistake to draw the sharp distinction between our personal and our professional life that many people do. I believe that the happiest and the most efficient lives are the most completely unified so that the whole of the man or woman is functioning in work and play alike, where the play is for the sake of the work and the work gives the savor to the play, where the personal reading enriches the professional activities and the day's work develops the individual's capacity for appreciation of the best life can offer

outside. I am convinced that the people who pride themselves on keeping their social life and their work entirely apart make a mistake, and that that attitude insensibly erects barriers between them and those they are in daily contact with—diminishes natural human intercourse and tends toward friction.

If, as I firmly believe, all life is one life, the fewer partitions we build in our lives the more abundantly and freely will we live, the happier and the more effective will we become and the more vital will be our contacts. But as a concept our personal life can be considered apart from what for convenience we may call our professional life, and it is to this aspect of ourselves that I want to direct attention—the Personal Life from the standpoint of its effect on our work, for, as I look at it, success in our work is only a by-product of our personal life. For no matter how much natural aptitude we have for our work or how well we have been trained for it, we will put into it vitality, creative thought, sustained enthusiasm, only if our personal life is so organized as to generate them. If our personal life lacks variety of interest, richness of friendship and affection, intellectual stimulus, and spiritual aspiration we will grow dull and drab, and that will inevitably react on our work. Soon it will become perfunctory and stereotyped; we will think the same thoughts day after day and do things in the same way, and then we are in what is called a rut. We lose pleasure in our work and when we cease to get satisfaction we may be pretty sure that we will soon cease to give it.

\*Prepared as a basis for a talk given to the staff of the Public library, Trenton, N. J.

Now, how can we so organize our leisure, our non-working time, as to give the maximum of health, pleasure, efficiency, wholeness; or in other words, how shall we save our souls alive? Formerly emphasis was laid on the words save our souls, now we realize that the whole point of the question lies in the last word, *alive*.

How shall we keep alive? That is for each of us the supreme question. If alive we shall grow, according to the law of our individual nature; if alive we won't get into ruts, or at least we won't stay in them; if alive we will put life into whatever we do and will get back joy and satisfaction through well-doing of it. We won't keep doing monotonous things over and over in a mechanical way because we will find some way to make them interesting and to get benefit or pleasure from them. If mending books be your task you will gain expertness, find out new and better ways of saving the lives of the books and at the same time increase your book knowledge by gaining familiarity with authors and titles, and, by seeing what books are the most worn, you can get an impression of the popularity of certain authors and certain subjects. All of which will be fitting you the better for work in the circulating department. Never treat books as objects merely; every book that circulates is the product of human thought, experience and labor, and goes out to meet some human need. Feel that about books and you can get something from the most casual handling of them.

But again. How shall we keep alive? Every age has had a different answer to that question and every individual must find his own personal answer. But the thoughtful of this generation agree on certain fundamentals and one of them is health. Far more than ever before do men today realize that health is a matter of individual achievement, the result of intelligent effort, not a precarious and mysterious gift that we enjoy, thanks to the doctor's skill. It may be safely said that with due attention to the laws of health, with

proper food, sleep, air and exercise, any normal human being can keep fit. Therefore to keep fit is a duty. If you have frequent headaches, if you are always catching cold, if you wake up each day feeling tired, the chances are not that you are over-working, but that you are violating the laws of health or that there is a wrong adjustment somewhere, and it is your business to find out where and how and to readjust your life to bring about better results. It may be eye-strain, or too much coffee, or too little fresh air in your room, or too much starch in your food, but whatever it is, set it right and then think no more about it. Luther Halsey Gulick says in "The efficient life" (a book all workers should read, by the way), "There are conditions for each individual under which he can do the most and the best work. It is his business to ascertain these conditions and to comply with them."

For example, the cataloger needs more regular, carefully planned exercise than the circulation department worker or children's librarian, and probably less food, or at least less meat and heavy food. She also probably needs more variety and social life since her work brings her less into touch with people. But all, whatever their work, will be better all days for a few simple, setting-up exercises—five minutes is enough—each morning, just to start the circulation in all the members. So simple a matter as the drinking of water morning and night is of great benefit, and the daily walk to the library even if only a few blocks can be made of much more value by deep breathing. Wakeful moments in the night can also be utilized by diaphragm breathing (provided the room is full of fresh air) which aerates the whole system.

So much for the physical basis of our personal life. To be alive we must have a sound body, but the sound body is chiefly of value as the home of a sound mind and as the instrument of a vital, informing spirit. Books and reading are not universally essential

to mental soundness; plenty of people have keen minds who get mental stimulus from other sources, but for us librarians the connection is sufficiently close for the sound mind to bring me to my next topic—our personal reading. The librarian is a reading human, he may be lots of other things,—a business man, a good mixer, a good citizen, a churchman, a golfer, a dancer, a politician, a philanthropist, a philosopher, but primarily he is a reader, and if reading is not one of the things he simply has to do (and we all find time no matter how busy to do the things we *have* to do), he ought not to be a librarian at all. So I am not going to take up your time by trying to prove that you all ought to read during your leisure. It really isn't a matter of duty, but of pleasure. If you don't read it is because you don't sufficiently want to, and if you don't sufficiently want to you ought to be doing something else, something which you will enjoy so much that your pleasures will relate themselves to your occupation.

So I will assume that you all read. But are you reading so that you get the most out of it that is possible for you?—the most pleasure and the most power? Does your reading relate itself to your work in any way? I don't mean directly, and I am not now referring to the reading of our professional literature, but do you find that you are passing on to the library public that information or enthusiasm that you get from books? Are you reading with partitions closed, trying to get away from your work, or with mind alert, keen to get something to take back to it? I don't mean that you should not read for your own personal joy and satisfaction,—the more pleasure, the more power I am convinced—but that you should also feel that each book read with joy may be a new point of contact, an experience to be shared.

I am not going to discuss the many possible plans for reading. Librarians and assistants and anyone desiring help in laying down a plan of reading will

find many valuable suggestions already in print.

Nor am I going to suggest any particular books or classes of books that every librarian should read. Librarians differ in their tastes and needs much as other humans do, and in reading as in medicine, I believe in careful diagnosis and individual prescription, but I do want to emphasize this one thing—try to make a vital connection between your reading and your work. If you are working among Italians read up about Italy, its wonderful history, its art, its great men; read stories of life in Italy, —Verga, Fogazzaro, Serao,—that you may have a more sympathetic understanding of the people, their natural characteristics, their civilization, their background. You will be able to help them far better and you will enjoy both your work and your reading vastly more for the connection.

If your contacts with books are largely technical, develop an interest in books as books; find out how they are put together, learn to distinguish machine sewing from hand sewing, sewing on cord from sewing on tapes or over hand sewing; find out why boards are so called. What was the original purpose of those ornamental survivals, raised bands and head bands? Starting with the book as a point of departure, study up the history of printing with the many interesting survivals of the earlier methods of book production. Or take up book illustration and you will find your interest wandering out and embracing all the arts of reproduction, engraving, etching, lithographing, photo-presses—there is simply no end to the variety and extent of the lines of interest that centre in the book. Such interests are organic, they belong to us as librarians.

If you are in the circulation department, get in the way of thinking which of the readers would enjoy the book you are enjoying; read to find out why people like certain authors, and hunt for the same characteristics in other and perhaps better books that may be substituted when the wished-for stories

are out. Make lists of such books to keep on hand when inspiration or memory fail. Follow the new movements in literature. Take the drama, for instance. Why are so many people reading dramas today? From what sources of inspiration has come this modern dramatic renaissance? Who are the best critics of the movement? Who are writing the best poetic dramas? Who are the best of the new writers in England, Ireland, France, in this country? Such questions as these the assistants in the circulating department should be prepared to answer. Don't be content to charge and discharge books accurately, but watch the character of the circulation, know the kinds of things people want and why. It won't be necessary for you to plan your reading to ensure a fixed ratio of fiction and non-fiction in order to preserve your mind's health; if you read in order that you may be as broadly and sympathetically intelligent as possible in your daily work, you will find that the ratio will take care of itself.

If you have leisure and energy enough to take up a course of study outside, don't select some comparatively unrelated subject as Gothic architecture or lace making, but select something in which you have felt yourself deficient, some subject that will increase your book knowledge, some language that you can use in your work. You will be repaid by the intensification of interest on both sides, for the thing works both ways.

It is because it is so widely related that librarianship is so fascinating an occupation, so splendid a calling, and if we give ourselves to it freely and generously we will have, each one of us in our special department of it, opportunity to build a life that shall be rooted in our work and that shall be varied, rich and full of interest.

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Begin the day quietly. End the day quietly. Learn to relax out the contractions of "rush" in your muscles, and that will lead you to erase the sensation of "rush" in your nerves.  
—Annie Payson Call.

### The Internal Working of a Public Library

What is here set down is in response to a request from the editor of PUBLIC LIBRARIES for an expression of opinion on certain stated topics. The first of these is "the present state of professional interest among library assistants."

In the first place, is librarianship a profession? The scholarly head of a research library or the librarian of a university is grieved when doubt is expressed on this score; but the untrained assistant who pastes labels is also called a "librarian." Where does "professional" librarianship begin and where does it end? In the older professions this question need not be asked. The holder of a medical degree is regarded as a member of the "medical profession"; the girl who keeps the office records and the boy who runs errands are not. Shall we then restrict the library "profession" to holders of library-school degrees? At any rate we may assert, I think, that if librarianship is a profession, not all, or perhaps not many, assistants are members of it. I should not look for real professional interest, therefore, among them.

But, hair-splitting aside, how many library assistants take genuine interest in their work? Rather more, I believe, than workers in other occupations. The very fact that library assistants are underpaid tends to ensure this. If they are working for money and that alone, they will take up something else. Then the fact that emphasis is laid more and more on the educational value of the work helps the younger assistant to see what the whole system is driving at; and that makes for interest. No one can be interested in routine work whose meaning and object he does not understand.

But to say that more of our routine workers are interested than in other professions, is not to say that many, or even the majority of them, are interested in the right way. Taking library assistants by and large, the ma-



majority of them are still untrained, despite our library schools and training classes, our institutes and meetings. Our higher grades are now pretty fit for their work. Our task in the future is to fit our lower-grade assistants for theirs, increasing their personal interest in it and greatly multiplying the percentage of those regarding whom favorable report may be made under this head. This leads up to the second topic: "Goals toward which the ambition of a good library worker may properly turn." A library worker may properly look forward to the highest position for which she is fitted by nature, training and experience—surely for no higher one. Her natural limitations may hold her down. A blind assistant could not go far; a deaf one is seriously handicapped. But her experience is improving her daily, if she knows how to make it count. An angleworm would be no better off for the experiences of an angel. And she may secure additional training if she knows how to get that. So her legitimate goal may rise as she progresses toward it; and that is one of the inspiring things about her work.

The great cause of weakness is inability to rise above routine; failure to see that fresh ideas, initiative, sympathy with one's work and a desire to improve and extend it, are what every live administrator is looking for—what he is anxious to reward. Members of the staff are not altogether to blame here. Dull, routine administrators, who do not appreciate ideas, or are jealous of subordinates who advance them, linger still among librarians, as in other branches of work; but most of us, I honestly believe, appreciate originality, are looking out for it, and are only too glad to give it a chance. We would rather reject a dozen impractical suggestions, restrain a dozen false starts, for the sake of encouraging and accepting a single one, than deal with a good routine worker who makes no mistakes because she never has a new idea or a forward impulse. Failure to realize this is a re-

lated source of weakness: the maker of the dozen impractical suggestions becomes discouraged just as the good one is due.

The next suggested topic is "Obligations of chief librarians and heads of departments to subordinate members of the staff." Continuing what I have said above, the Boss, whether at the top or half-way down, should encourage initiative. How to do this without letting his staff run wild and use up valuable time in useless discussion and experiment is for the Boss to find out. It is an important part of his job. But he is not fulfilling his obligations if he simply holds everyone down to an iron system of his own, under the false impression that he has created an ideal machine and that the duties of the members of his staff begin and end with being simply the cogs and wheels of it. The chief obligation of the Boss is to realize that he has human beings under him and act on that realization.

ARTHUR E. BOSTWICK.

### The Internal Affairs of a Library

In discussing even briefly, any question of a library's internal affairs, tribute must first be paid to the high-minded, conscientious library assistants who are responsible for the library's successful work wherever it may be. I know of no other workers today, aside from those in religious fields, where more cheerful, zealous, disinterested service is given than that furnished by the great body of library assistants in this country.

In considering the aims which young assistants have in entering a library, assistants with library school training evidently have a great advantage over those lacking this technical education. In addition to the necessary preliminary education required by the library schools, which is in itself indispensable, the schools usually succeed in helping a student to find himself quickly. A realization of this and a knowledge of his own capabilities enables a library school graduate

quickly to set up his goal in the library field toward which he strives.

There is no goal in library work, however, toward which any library assistant cannot legitimately aspire, and those lacking the formal, technical training of the library school may have compensations through an unusual endowment of native ability, the power to work and common-sense. New-comers in library work quickly realize the disadvantages under which they labor as compared to library school graduates, with whom they cannot soon compete. Nevertheless, the great body of library assistants, keep doggedly at their tasks, cheerful, enthusiastic and seemingly pleased with the good fortune of their better equipped fellow-workers who forge ahead.

Criticism has been passed on the library assistant who changes positions solely for an increase in salary. With few exceptions library workers in this country are given no protection against poverty-stricken old age, and no librarian should object to an assistant going elsewhere if he cannot compete with others in salaries paid. It is the right of every worker to protect himself in old age, and it is the privilege of every library assistant to secure the best obtainable financial returns. These at most, are usually so meager, that financial protection in sickness and other misfortune, comes slowly through long years of rigid economy.

Just criticism, however, can be passed on the increasing number of library assistants, who repeatedly embarrass their library and its head, by their craze, to change positions, seemingly for the sake of change. Frequently this does not appear to be due to the necessity of increasing one's earning power, but to a general restlessness, a desire to escape monotony, or the hope of escaping difficulties.

This desire to change from one end of the country to the other, with frequent visits on salary to various libraries in between, seems especially to have afflicted library school graduates.

Assistants lacking this prestige seem more stable, but doubtless this is due to their greater difficulty in securing new positions.

Whatever a library worker may gain in versatility through changing position, is more than lost through his failure to acquire authority in any one institution, or in any one field of library activity. In addition, frequent changing is demoralizing to oneself, it destroys persistency, the power to combat existing difficulties, and gives one a reputation for instability which will prove decidedly prejudicial in time. Moreover, a library assistant seldom escapes difficulty by a change of position, but only makes an exchange of difficulties.

In combatting this restlessness in the staff, a librarian will do well, particularly when increased salaries cannot be administered as a tonic, by reducing library monotony to a minimum. Shifting heads of departments usually is not feasible in the larger libraries, but departmental heads usually have the least monotonous work anyway. By giving a change in work to the various departmental assistants, routine will be lightened, and a new outlook on the library and its reading public will prove beneficial.

In spite of all efforts to provide library assistants with fair salaries and congenial surroundings, a librarian occasionally will encounter a problem in internal library affairs, in the shape of a chronic trouble-maker on his staff. Fortunately they are rare, but when one appears, it usually is an assistant who has seen long years of service, perhaps longer than the librarian himself, and perhaps is one who once was given the professional confidences of her chief—a practice usually fraught with uncertain consequences.

In addition to years of library experience which such a trouble-maker frequently has, she (library assistants usually are women) will likely have certain natural qualities of leadership which will attract a certain following.

Should a librarian encounter such a

chronic disorganizer on his staff, and all efforts fail to reach a fair basis for mutual comfort, so necessary to any work, the only recourse left to the librarian is quietly to dismiss the offender, or quarantine her in her library activities, through as great isolation as possible, lest the infection spread.

To keep healthful conditions in a library institution, as occasional infusion of new blood is beneficial. Most libraries require a considerable one at times and obtain this through admitting a number of training class students to its pay roll. In spite of their unfitness to fill the more important positions in a library when admitted to the staff, for work as general assistants, the training or apprentice class employes are less finicky, more willing to perform any rough and ready task and as loyal and conscientious in their work as any other class of library employes.

Happily, it is rare to find a library in which other than cordial coöperation and mutual regards between librarian and assistants exist. To maintain these indispensable conditions, the librarian cannot rely on his official position alone. No real leadership can be based solely on the authority conferred upon him by his library board. Such authority alone, will prove short-lived and will soon open itself to ridicule. It must be combined with sufficient authority as a library worker to command the respect of every member of the staff, with a personality sufficiently strong to fuse the various temperaments represented by the staff members into a unified library force.

It would seem that the more ability and experience a staff member had in acting as an independent administrator, the more difficult it was to keep him as a working unit in a library machine. To maintain a harmonious staff composed of strong, pronounced characters, requires of the librarian, shrewdness of judgment regarding human nature, and astute diplomacy. We may regret the evident weakness displayed in the personnel of a library staff, but it may

be the librarian is incapable of handling a stronger one.

However large a staff may be, the librarian can avoid misunderstandings with his assistants only by maintaining some sort of personal relations with the heads of departments at least. A purely impersonal attitude based entirely on professional relationship, with the library's atmosphere generated entirely by its code of rules and precedents will make cordiality, sympathy, and an understanding difficult. A too personal attitude in the relations of librarian and assistants may lead to familiarity and loss of the highest respect in both.

In forming their opinions of their chief, assistants must realize that he may not be responsible for existing unsatisfactory conditions in a library, and that he may be a fellow sufferer with his staff.

An unfortunate state against which both librarian and staff must constantly guard themselves, is the assumption of an institutional attitude of mind in their work, which would group readers into a class instead of considering them as widely differentiated individuals.

The relations between a library employe and her fellow workers will become strained, if she comment on the institution or its staff to any member of the library board, no matter what her personal relations with the board member may be. This is permissible by a library assistant only when information is officially requested of her by the library board itself. Likewise no library board member should consult or question a library employe, other than the librarian, regarding the library's policies, unless this is done under the direction of the board of library trustees.

The library's internal affairs are well conducted only when the relations between librarian and assistants are based on mutual confidence and respect.

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### Staff Meetings\*

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It is not an overstatement to assert that staff meetings are not merely valuable, they are actually necessary to the best service in any library where there are a number of assistants.

Their function is akin to that of the lubricating oil in an engine, and they are excellent safety valves as well. Their real purpose is, of course, the discussion of problems of administration with plans and suggestions for improvement and just as the head of a family, the director of an insurance company or the president of the United States finds it worth while to consult with the other members of his family, the responsible officers of his company, or the experts in the various departments of the state, so the librarian finds consultation with his staff helpful in the solution of library problems.

As a rule it is the progressive, the broad minded, the really efficient librarian who not only approves them but who makes a conscious effort to conduct these meetings in the most effective way. A city librarian once put it that he could say to his staff do this and the staff must mind, but it was quite as well to say, "Shall we do this? If so, how? Anyone can crack a whip, but it takes team work to draw along a vehicle even of education. Every staff member may know it is her privilege to advise the librarian, but she is naturally reluctant because the act seems informal."

The advantage is of course twofold—to the librarian and to the assistants. The librarian obtains different points of view on proposed undertakings and is aided in formulating plans and arriving at decisions. This is recognized to such an extent by some that they have found it wise to make no changes in policy until after a careful discussion of the matter by the staff. The manysidedness of most questions is

\*A talk before the Assistants' roundtable, Indiana library association meeting, Gary, Nov. 11, 1915.

surprising when thus brought out in a friendly give and take fashion.

Again it has been suggested, staff meetings furnish opportunity to the librarian for three things: to say, to judge and to learn. "To say to the staff in general what would be difficult to say to individual members. To judge the different assistants as to resourcefulness, interest in their work and sympathy, and to learn of failures or successes on the part of the library in its service of the public through complaints, misunderstandings, or misinterpretations or words of commendation which come to the ears of the loan desk assistant."

In his "What is it to be educated," C. H. Henderson says, "We gain infinitely more from those who disagree with us and oppose us (who flout us if need be at every turn) than from those agreeable persons who share and repeat our own little stock of platitudes."

The public does not always flatter us even when we may be making the greatest effort to serve them well, but we may as well laugh, for as Margaret Widdemer says, "The librarian who can not laugh like the one who reads, is supposed in library circles, to be lost." Having laughed, we may make the most of the criticisms.

But what of the advantage of staff meetings to assistants? Every assistant, it is said, should express the spirit and policy of her library; to be in fact, the librarian in embryo. Sympathetic coöperation of all assistants with the librarian would tend to bring about such a result. Assistants (if they are of any account) will *think* for themselves, but they should also be allowed to express their thoughts if they are to keep up interest, to be live wires in the system.

One city librarian concluded after continuing for some time without staff meetings that "Criticism which inevitably grows among a large number of assistants with minds may be handled much more satisfactorily if made open and official instead of 'round the corner gossip."

Staff meetings should help the assistant to grow professionally. Participation in these informal discussions are sure to give one larger views of library problems and it is an educative process to form the habit of looking at the different departments of work as related rather than separated.

Certain ideals or standards of efficiency are set up and each is given the benefit of the experience of the other members. This accords with Prof Weeks' idea (set forth in his "Education of tomorrow") of the purpose of education; namely, the substitution of learning by understanding for learning by experience.

Then there is the great advantage of good feeling or good fellowship which such meetings tend to promote. There is a freedom from restraint in rightly conducted staff meetings akin to that in a congenial family gathering and all library matters may be safely talked over. There is almost sure to be a humorous side, too, when the questions and experiences of the week or weeks are related, and the boy who wanted that Montezuma book for his sister, a teacher, which turned out to be the Montessori method, or the High School boy who insisted on having something about Corny Jack, meaning the coinage act, or the woman who handed a slip over the desk, on which was written, "Trine's entombed with the infant," are sure to bring pleasure to all the staff as well as to the one who happened to be at the desk.

The value of staff meetings depends almost entirely, to be sure, upon the way in which they are conducted, and this in turn rests largely with the librarian.

They are not necessarily uniform in all libraries. In fact, differences in size and local conditions make it necessary that each should work out a plan most suited to its own needs.

As to organization, there may be an elaborate system as formerly in one of the large western cities with its library senate clerk, recorder and 12 standing committee or there may be none at all.

It has been found useful, however, to have a secretary to record decisions that have been reached, discussions still unfinished, and also to serve as a basis for annual reports on that topic.

As to the time of meetings, the hour from 8 to 9 o'clock in the morning, that hour in the evening, or from 9 to 10 a. m. have proven satisfactory. Whatever the time decided upon there will be some on duty who will not be able to attend. Provision is usually made for these by some system of rotation, such as meeting on a different day, advancing one day in the week each time, or providing substitutes on these occasions.

Most libraries give to the assistants the time which is spent at staff meetings.

The frequency of meetings varies from weekly to quarterly (that is, four times a year), but such meetings vary in nature quite widely also. Usually branch librarians in large cities meet weekly, while social gatherings for the whole staff with an address by an expert on some appropriate subject, followed by refreshments, as has been the practice for several years in the St. Louis public library, may as well be held only occasionally.

In the average library the twice a month meetings seem to be most popular, though some prefer them only once a month.

Some devote part of each meeting to problems of administration and the rest to the study of some topic of professional interest and others alternate, have the problems at the first meeting of the month and the study program at the second.

Following the former plan, announcements are made by the librarian, heads of departments or others, then questions of policy sometimes termed "troubles" are heard from various sources.

Fines, for example, are an ever present source of trouble. Special privileges are apt to be so, also. The tendency of boys and girls of grown up feelings to *keep* straying over to the



adult department, are all familiar themes, I judge.

Then there are the records and the desire to keep them in the best, the most accurate, the most up to date way. Under this head come records of fines, exchanges, withdrawals, detailed records of how the time of each assistant is spent for all processes requiring over fifteen minutes and records of all reference questions asked at the desk. The latter, as we have already stated, are likely to enliven the meeting.

Other topics such as the details of cooperation with schools—modification of charging systems—useful subjects for the card catalog and methods of filing are good for discussion. Reports of district, state and national meetings may be made enjoyable features.

In the Evansville staff meetings, which, thanks to the librarian's interest and enthusiasm, are very helpful, a number of the above questions have been discussed, also reports given of new ideas gained from libraries visited, conferences and summer schools attended during the vacation, or from reading or any other source.

Some libraries have made lists of books of professional value owned by the library and the staff and placed them at the disposal of all.

Others have planned library exhibits, a recent example being the "Exhibit of methods and devices in use in the different departments of the St. Louis public library."

So much for questions for discussion. Now comes the more strictly informational or study side of the program. Here again there is great variety from the reading of good articles on library topics to intensive study of particular subjects chosen or assigned to the library assistants or listening to an address on some live topic by one who is an authority.

The reading of articles or papers should be the exception, we think, rather than the rule. This is true of articles unless they are quite brief because it takes too long and a few enthusiastic remarks about a certain arti-

cle will send every member to read it for herself which is a better plan. It is true of papers because they become burdensome unless the staff is very large and very willing, though this might occasionally be done.

A few minutes may perhaps be profitably spent in hearing current events especially so if different members read different papers or magazines. In the Providence public library, as early as 1896, magazines or journals were assigned to different ones to report on at each meeting throughout the year. Their aim in this was, the book reviews especially, but the *Nation*, *Dial*, *Independent World's Work*, *Outlook*, *Atlantic Monthly* and others will occur to you as fruitful sources for such study, some of them from both the news and book review point of view.

Another suggestion is that of reporting news items on particular subjects—one each being chosen by the different members of the corps. At Gary, the members of the staff respond to roll call with news items of strictly professional interest.

Probably the most common study undertaken in staff meetings is that of current books—book reviews in other words.

It was my privilege while doing practice work in Brooklyn, N. Y., to attend one of Miss Hunt's staff meetings for children's librarians. Each children's librarian is expected to read at least hastily all the new juvenile books received at their branches and at these meetings, which are held twice a month, considerable time is devoted to hearing book reviews. Special attention is given to the questions whether the books are worth while for duplication or replacement, for what age child suitable, of interest to what particular class or type of child, etc.

The same plan, of course, may be followed in reviewing adult books—calling attention to the best points—stating whether they are of the popular or scholarly-type-class of people to whom they are likely to make a special appeal and perhaps comparing them

with one or more books in the same class.

In our staff meetings last year, assistants were called on to report on their recent reading, giving estimates of both fiction and non-fiction, letting the selection be entirely voluntary, only stimulating one to read something of value to report.

A plan first suggested by Miss Rathbone and being used in modified form in several libraries today is the study of books by subjects, a particular class or subject being chosen by each staff member.

In the original plan each was expected to choose the five best books on that subject with the aid of bibliographies in books, encyclopedias, best books lists, catalogs, etc. The books were reviewed and discussed with reference to the title page, date, contents and indexes, physical make up, source, authority and comparative value.

In this way all the staff learned the essentials of book selection and each member knew one subject especially well, so that others might refer to her for that as an authority.

At Evansville, the 11 members of the staff have chosen for special study this winter, the following subjects—journalism, ethics, socialism—education—history of literature, poetry and drama, travel, biography, South America, history and what Miss McCollough says can best be expressed only by the number 331.8.

Another "choose one" suggestion is the study of publishing houses for which an outline was prepared by Miss Hazeltine some years ago. Such a study resulting, it is said, in "an interest in the publisher of every book—the new publications of the publisher chosen—a grasp of the type of his publications and their comparative value—the make up and style of a given publisher's books—and the relations between publishers and authors, copyright, etc."

Still other suggested topics are special libraries as the Carnegie library at Pittsburg, Astor and Lennox libraries,

N. Y., John Crerar library of Chicago, etc., their history and specialties—or the study of typical libraries with visits to these if possible.

Some of these subjects follow, in a way, the curriculum of the library schools and are not applicable when a large number of the assistants are library school people.

In very large libraries the work of each of the various departments is given attention in turn: Whatever the subject of study or the method of procedure if suited to the particular library, the benefits of staff meetings are the same; namely, a means of professional growth, of present education giving one broader views of library problems.

They draw out whatever of originality there is in an assistant. They stimulate to more sympathetic co-operation in the different departments. They tend to make the relation between the librarian and assistants ideal because of unity of interest in the service of the public and they make for good fellowship.

In the case of the Library club at Croyden, England, they are a perpetual bond of fellowship for there, once a member, always a member so long as one remains in the library profession whether he remains in that library or goes elsewhere.

In the language of one of the Brooklyn library reports, "The staff meeting is certainly one of the greatest factors in strengthening pride in the library and in promoting the spirit of coöperation—or esprit de corps among the members of the staff."

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### Vacations and Holidays \*

**Harry Lyman Koopman**, librarian, Hay library, Providence, R. I.

What are vacations and holidays? Are they a compromise between the good nature of the employer and the aggressiveness of the employed, or do they represent, on the other hand, an attempt to strike a balance between overwork and underpay? Most of the thinking and talking that is done on this subject seems to proceed from one or the other of these standpoints, but certainly neither is one that, in setting out from, we can hope to arrive at the truth. Each seems to imply an absolute conflict of interests between those who grant the vacations and holidays and those who receive them. Now, we can hardly hope that any human adjustment will prove ideal, yet, in this particular instance it ought to be fairly easy to show that, within limits, the interests of both employer and employed are identical. It is perhaps fortunate for our present discussion that we are dealing with the question as it comes up in libraries, for some phases of the subject that might not be easy to make clear in commercial relations become here immediately obvious. I might say that in referring to holidays I have in mind the weekly half-holidays even more than the less frequent legal holidays.

Reserving for the last what would certainly in the market place be the most conclusive argument, let me say, first, that vacations and holidays as they now exist represent one phase of the modern increase in the standard of living. Historically, vacations in educational institutions, of which libraries are an offshoot, go back for many centuries, but the general vacation in all sorts of occupations is very recent, and many of us here have seen its entire development. As a feature of the standard of living, vacations and holidays should be granted by the em-

ployer out of self-respect to himself as one not willing to lower the standard of living in his community; and for much the same reason they should be insisted on by employees as a matter of self-respect and common justice. But the employer also—and we see this very clearly in libraries—is responsible to something more than the standard of living in his community. He is, as Bacon says, "A debtor to his profession"; and one form of this indebtedness relates to the future of that profession. So far as he controls the welfare of his employees, to that extent he is a custodian of his profession as it will be in the next generation. The head of a library must see in his younger assistants the men and women who are to occupy the places of himself and his associates, the successors to whom, some day, his generation will make over its responsibilities.

It is said that Wellington's teacher always took off his hat when he entered the school room, because, as he said, "Some future great man may be present." I confess that whenever I sit at a chapel exercise in Brown university and look over the 800 restless boys before me, I cannot refrain from wondering whether there may not be among them a Horace Mann or a John Hay. Some of us have lived long enough in library work to see this readjustment take place, yet it is one that the employed is as little likely to foresee as the employer. If I may here venture on a purely personal confession, I will say that when I entered the Astor library as a beginner, it never occurred to me, in looking up at its impressive tiers of alcoves, that I should some day have charge of a collection of books equally important nor do I suppose that it ever entered the head of my chief; yet, somehow, this very unexpected thing appears to have happened.

One of the errand boys in the Astor library at the time I have just spoken of is now everywhere honored as a leader in American art criticism. It is one of the great satisfactions of my

\* Read before the joint library meeting, Jamestown, R. I., June 18, 1915.

life to remember that I picked out this boy at the start as likely to make his mark in the world, and that I have enjoyed his friendship from that time to the present.

Have I strayed from my subject? It seems to me not, because the spirit that I have just spoken of would concern itself, not merely with getting for the library its money's worth of service out of its employees, but no less with care for their physical and mental health, and an important element in both is represented by vacations and holidays.

If there are any who would repudiate my claims on the part of the employer to respect the standard of living and the future interests of his calling or profession, there is a final argument over which, fortunately, I need not linger. It is the argument from efficiency. A few years ago one would have had to deal painfully with theories and probabilities in urging the importance of rest periods to efficiency; but the wonderful investigations made in the past few years, showing the increase of output produced by changing from steady work to work interspersed with intervals of rest, are our warrant that these breathing times which I am advocating, not only do not detract from the week's or the year's product, but actually contribute to it in quantity as well as quality. As implied at the beginning of my remarks, this is not an argument that can be pushed to the limit. It does not follow, if fish is a good brain food, that one will become a Shakespeare by eating a whale; so it does not follow, if a weekly half-holiday and a month's summer vacation are a benefit to the work as well as to the worker, that to double or triple these intervals will produce a proportional increase. The whole matter, just as in manual industry, is one to be settled by experiment. It is possible that we have now reached the limit of efficiency in institutions of the general character of libraries. At any rate we can defend our present practice, not merely on the ground of social

standards and professional advantage, but also on the ground of the better work done day by day and year by year by the members of our library staffs.

Perhaps in conclusion I may be allowed to make one single application of this principle. It is a not uncommon case for a library worker to receive a call very late in the academic year to a coveted position in another institution. The institution wants him, but it also knows that he wants the place. It insists that he come at that time, severing his existing relations and so, of course, giving up the vacation which he would soon have enjoyed if he had remained where he was. The library to which he goes, however, takes the ground, that, since he has not earned a vacation in its employ he is not entitled to one, and therefore it requires him to work through the summer and on into the next year without a break. Does the library gain by this action? I, for one, do not believe it; for vacations and holidays, while they may be regarded as a reward for the past, really look to the future, and the true interests of the library that calls the worker from another position require that he should have the restoring and invigorating influences of a vacation in order that he may take up the work of the new year at his highest point of efficiency.

If I may use a commercial expression, the institution which engages an employee late in the year is not relieved of the obligation to give him his customary summer outing. It acquires him *ex-dividend*, so to speak, and that dividend to which he is entitled is his vacation. He, on his part, is entitled to it, and those who employ him cannot afford to have him forego it. I hold, therefore, that vacations and holidays have arisen, not as a matter of indulgence or of self-indulgence, but because, at least at their present stage of development, they represent an absolute harmony of interests between the employer and the employed.

### A Communication

Inasmuch as the Executive board of the American library association has voted to hold the next conference at Asbury Park, New Jersey, it may be advisable to explain its action in view of the fact that many middle-western librarians expected and wished a middle-western meeting.

Various localities in the middle-west were canvassed, suggestions being offered by middle-western members of the Board. Aside from the cities, none of these seemed available except Mackinac. A rather general opposition to another Mackinac conference developed, and one of the middle-western library associations itself preferred Asbury Park. No suggestions of suitable places came from those members outside the Board who advocated a middle-western conference, and, as to the cities, there was a general feeling that a city meeting is a last resort, owing to the many distractions, the noise and confusion, the impossibility of having hotels for the exclusive use of the association, and the difficulty of finding suitable meeting-rooms within a limited area.

It was decided that Asbury Park was more easily accessible than Mackinac, bringing members from Chicago and St. Louis without change, via Philadelphia, a concession being made by the railroad company on this point, so that travelers need not go via New York and be required to change trains there. The fact that the National education association expects to meet in New York the week beginning July 3, was another deciding consideration, since for years the American library association has been trying to effect a conjunction with the larger body, and this was the first available opportunity. The easier possibility of securing speakers near the centers of population than at Mackinac, was an argument the program committee felt to be a weighty one, inasmuch as the success of a conference depends largely on the program.

The Board did feel, however, that a thorough canvass should be made another year of the whole Middle-west, and that any member living in that section should feel entitled to take part in the search and to make known his findings to the Board. The essentials of a good meeting-place would seem to be:

1. A suitable climate.
2. A hotel (or hotels near together) able to accommodate comfortably, at reasonable prices, at least a thousand persons.
3. Accessibility, i. e., with few if any changes of conveyance.
4. Auditoriums of varying sizes and good acoustic properties, removed from street noises.

Requirements 2 and 4 are not met by city conditions, but should be met at any resort considered by the Board. As will be seen, the problem is not an easy one to solve.

The secretary will soon be able to give out definite information concerning Asbury Park as a meeting-place, and it is hoped that the attractiveness and general suitability of the place may lead to a country-wide attendance June 26 to July 1.

MARY W. PLUMMER,  
President.

### Library Publicity Week in Toledo

The Public Library committee of the Toledo Commerce Club is hard at work on plans for a "Library Publicity Week" some time in February. The purpose of the campaign is to call the attention of the citizens at large to the opportunities offered them by the Toledo public library and by increasing the use of the library's resources to promote wider and better reading. The campaign itself will include the placing of large display circulars in every street car, the distribution of circulars through the boxes provided for the purpose in the street cars, exhibits of books and posters in some vacant store windows, the running of slides in moving picture shows, the printing and dis-



tribution of special lists, and general newspaper publicity, including a special library number of the *Commerce Club News*, a four-page weekly bulletin which reaches nearly 4,000 Toledo business men.

Some of the printed matter will no doubt be sufficiently general in its makeup to be used by other libraries. Librarians who may be interested in securing some of this material for use in their cities are invited to ask for samples with a view to some cooperative printing at low cost. Suggestions as to methods of publicity, copy for signs and circulars will be appreciated. If any libraries have slides which have been used in moving picture shows and which they are willing to loan we should be very grateful. As this campaign is being largely financed and put through by the *Commerce Club* the advertising matter will probably be less conventional than is usual with library advertising, but it should have a correspondingly greater appeal.

HERBERT S. HIRSHBERG,  
Librarian.

#### General Intermediary for Investigators, Correspondents and Collectors

The world in which we, of the present generation, are living, is moving rather too fast for printed literature or bibliography however important and necessary the latter may be. The serious student, today, feels the need of some means for direct correspondence with others interested in like subjects. An attempt to meet this need is to be made by Mr Max Bellows, of "Wheatridge," (Upton St. Leonards), Gloucester, England, who has issued a circular giving the names of the first hundred subscribers to a proposed monthly magazine which will be confined to the immediate interests of its readers in all parts of the world where the English language is understood. It is the intention for the magazine to give in each issue the names and addresses of subscribers with an indication of the subjects of special interest to them. The periodical will aim to become the official organ of an International Society for

Intercommunication, the details of organization of which have not as yet been definitely determined. Mr Bellows has already been urgently requested to consider the adoption of the Dewey Decimal system for the necessary classification of subjects in an orderly manner.

The subscription price is only five shillings for six months.

The entire plan as presented seems to possess merit and to give promise of some good results. It is possible that national committees may later be formed in the United States and other countries. It will, no doubt, soon become possible to present a more definite statement of the program undertaken by Mr Bellows and his co-workers.

EUGENE F. McPIKE.

Chicago, Jan. 12, 1916.

#### Concerning "Cataloging"

Editor PUBLIC LIBRARIES:

Permit me to express my thanks for the publication in the January number of *PUBLIC LIBRARIES*, of Miss Wandell's exposition of the relation between Miss Hitchler's book and my own. While I deeply regret that the facts are such as to give rise to an unpleasant situation, I consider myself very fortunate that the reviewer of the book was a person who had that special background of knowledge which enabled her to detect the truth and who, instigated in no degree by personal friendship for me, since we were complete strangers, had the sense of justice to make known the state of the case. I am deeply grateful to all who have joined in the attempt to set right so far as is possible what was a wrong.

JENNIE D. FELLOWS.

Albany, N. Y.

#### Where Is He?

Please ask in *PUBLIC LIBRARIES* of what library Mr. E. G. Spilman is librarian. We ought to know, but we don't, and we do not find him on any of the library mailing lists. I shall be very grateful, indeed, if you will "page" him.

CORNELIA MARVIN,  
Librarian.

State library, Salem, Ore.

## Public Libraries

MONTHLY - EXCEPT AUGUST AND SEPTEMBER

Library Bureau	- - - - -	Publishers
M. E. AHERN	- - - - -	Editor
Subscription	- - - - -	\$2 a year
Five copies to one library	- - - - -	\$8 a year
Single number	- - - - -	25 cents
Foreign subscriptions	- - - - -	\$2.25 a year

Entered as second-class matter May 17, 1896, at the Post office at Chicago, Ill., under act of March 3, 1897.

By the rules of the banks of Chicago an Exchange charge of 10 cents is made on all out-of-town checks for \$10 and under. In remitting subscriptions, therefore, checks on New York or Chicago banks or post-office money orders should be sent.

When a change of address is ordered, both the new and the old address must be given. The notice should be sent two weeks before the change is to take effect.

If a subscriber wishes his copy of the magazine discontinued at the expiration of his subscription, notice to that effect should be sent. Otherwise it is assumed that a continuance of the subscription is desired.

Copies failing to reach subscribers, through loss in the mails, will be duplicated without charge if request to do so is received within 30 days after publication. Later than that duplicate copies can be supplied only at regular rates.

## For the library-assistant

Special attention is given in this number of PUBLIC LIBRARIES to the assistant's point of view, in an attempt to set forth some of the questions which are frequently discussed by groups in "corridor conferences," but which so seldom reach those empowered to deal with them. Sometimes unfair understandings grow out of situations that just a touch here and there would make for larger and better things. Right wrongs nobody. An honest effort to find the right helps everybody.

**More democracy**—The chairman of the A. L. A. nominating committee has sent out a request to the members of the A. L. A. council inviting suggestions for nominations. The committee proposes to tabulate the suggestions received and from that to make up a list for nominations. This is something more of a democratic action than has

been customary in regard to such things in the A. L. A. hertofore and doubtless will do something towards breaking down what seemed to be considered too small a circle in such matters in the A. L. A. If the members of the council will confer with those in their immediate neighborhood, who seem to take an interest in the matter, the circle of advisers will be correspondingly enlarged and the democratic idea thereby increased, at the same time bringing somewhere nearer the fulfillment of the proverb that "in a multitude of counselors there is wisdom."

PUBLIC LIBRARIES would like to suggest that no real harm could come from the publication of the choice of the nominating committee in the library publications or at least in the *A. L. A. Bulletin*, a month before the A. L. A. convention. This would satisfy those who feel they "want to know what's going on" and in no way jeopardize the business of the association. As it has been decreed that the constitution must not be touched, perhaps a precedent might establish the custom.

In the meantime, PUBLIC LIBRARIES will give space to any suggestions or lists of names that may be sent in for publication. It is something of a pleasure to recall that such a list sent in last year, was headed by the name of Miss Mary Wright Plummer, who was chosen president at the next convention.

**An unsightly spectacle**—We have the spectacle again of candidates campaigning against each other for the position of state librarian. It is regrettable that in the progress that has been made in appreciation of what a collection of books really is for, in various parts of the country, it is still

looked upon as a political plum to be striven for by those who have either personal or political affiliation of sufficient strength to warrant them in making the attempt to secure the position of librarian. The family relations and the economic burdens borne by the respective candidates seem to have had more weight in determining, who should obtain the position than fitness to serve the public after the position was obtained. Tears and smiles and cheers again added their weight and picturesqueness to the occasion. Legislators are more at fault than the candidates as the situation is in their hands to improve.

Speed the day when state libraries shall be lifted out of the circle of political plums and given into the hands of persons prepared to make these libraries warrant the expenditure of the people's money or else abolish them altogether, if they serve no other purpose than to bring into the limelight persons who wish to have the reputation of holding the position or to enjoy the emoluments connected with it, without the proper knowledge of the demands of the situation. What is true of state libraries is true of other libraries as well.

**Civil service in Illinois libraries**—A new angle on the Civil Service control of librarians in Illinois has been made by a recent decision of the higher courts of Illinois, in the case of Mrs Estelle Smith Baird. It will be remembered that Mrs Baird was dismissed by the late Secretary of State Woods as not being qualified to do the work which he had in mind should be performed in the Illinois state library. (See P. L. 19:224.)

Mrs Baird appealed to the State

civil service commission which brought Mr Woods to trial. At the trial, Mr Woods made the statement that he considered Mrs Baird inefficient and several library workers were called in to testify as to what might be considered library efficiency. As a result of the trial, the State civil service commission ruled that a civil service examination should be held to test the efficiency of the plaintiff and other library employees who had not taken an examination. The examination was thrown open to anyone who desired to take it and a number did present themselves, although Mrs Baird did not, and the position was filled by a successful applicant. Through friends in the State house, Mrs Baird took the matter into the courts and the present decision is the result of their action. The higher court held that there is no provision in the law conferring authority on the State civil service commission to require an employee in the classified service to take an efficiency examination. It is an interesting question as to just how the matter now stands. The contention of Mr Woods was not disproved by the Civil service commission in his trial and the later method of finding out to its satisfaction the state of the case has proved a fiasco from start to finish. Some sort of an examination showing the ability of those directing the Civil service policy would be a good thing, if it were possible.

**A new danger in book prices**—In the so-called Ayers bill in Congress, H. R. No. 4715, the purchase of books for and by librarians faces a new hardship or rather an old one in a new guise. It is an attempt to cut off libraries from the discount to which they are entitled, as

anyone is, in buying large quantities of books. The bill is being energetically pushed by the American Fair Trade League, the National Chamber of Congress and other organizations. The American Fair Trade League is a league composed practically of manufacturers of patented articles.

The bill fixes three prices for the sale of all articles manufactured or published under a fixed price system. One price to the wholesalers or jobbers, a second price to retail dealers and a third price for the general public, including libraries. The bill prohibits any discount whatsoever from these three prices for all articles manufactured under a fixed price system. This price holds perpetually at the pleasure of the manufacturer and not for a year, as is the case of the former net price system. It makes no difference whether the library pays cash or buys books to the amount of \$10,000 or \$100,000 a year, there will be no discount and a library will pay the same price as an individual buying one book a year. Library books, if this proposed bill becomes a law will cost from 10 to 40 per cent. more than at present.

The opposition to the bill at present is confined to the National Dry Goods associations and various department stores. As was to be expected, the magazines and newspapers in the larger cities in general favor the bill.

Librarians the country over are urged to write letters to prominent persons favorable to libraries in their communities and obtain from them and from library boards protests to send with personal letters to their own representatives in Congress urging the congressmen to secure such a change in the bill as to prevent it from oper-

ating against libraries in the purchase of books. They should also use the local press as freely as possible. The economical question involved in the whole matter of fixed prices is too large a problem for the librarians to undertake to combat, if indeed it is in their province to do so. But the effort should be made to exclude libraries from the operation of this new Ayers bill which it must be remembered is being strenuously advocated by those opposed to discounts to libraries and by manufacturers generally.

It will be recalled that the effort to introduce a tariff on books into the copyright law in 1906-7-8 was largely prevented by the activities of those libraries opposed to it and PUBLIC LIBRARIES is proud of the undoubted contribution it made in that campaign when real history of the power of concentration of effort was made.

The Librarian in the *Boston Transcript*, the same that keeps us all from atrophying, has had a more stirring experience than usual with elderly spinsters and feminine librarians and relieves the feelings aroused thereby in one of his recent expositions, for which he uses an anti-tobacco book by Mr Towns. Despite his evident irritation, he attempts to smile at what he terms "Mr Towns's gullibility." Among other choice bits, he says: "Anti-tobacco tracts have always been popular with a large number of librarians owing to the strong feminine influence in library work. Mr Towns's state of mind is that of the elderly spinster who thinks a cigar is a nasty thing and that it is harmful and in a way irreligious to smoke cigars." What feminine librarian (regardless of sex) has been bearing down on Mr Librarian's nerves or could it be possible that he has smoked too many cigarettes? But perhaps, O joyful thought, he doesn't smoke at all! Anyway, Mr Librarian is often a fine tonic and is always amusing, even when he isn't quite correct.

### **Impressions of a Cub Librarian**

#### **Based on inexperience**

What a college graduate doesn't know about the use of books I discovered in a very short time after I began working on the staff of a library. And the head of the library learned that if most college students are trained in using reference books, I was an exception to the rule. I knew that a bibliography was a list of books, but had no idea of what practical use it could be. I didn't even know enough about a card catalog to look for a periodical under its title. Before deciding to make a profession of library work I had read a couple of books on the subject, one a scholarly German treatise (Graesel), the other a popular American work (Bostwick). With this preparation I began at \$30 a month, and the librarian expected that for this amount I would help them greatly in reclassifying and recataloging the library. By the end of the summer's trial I was really able to catalog some books without making more than three mistakes on a card, and had discovered by sad experience with typewriter ribbons and grease and other tools of the trade that working in a library was not "such nice, clean work" as some of my friends had patronizingly told me.

After trying to pick up a little theory in a library school I worked for a while in a public library, where I spent most of my time in the reference department; I found that my inexperience nearly always led me to take the longest way around before I found what the inquisitive public wanted. In the first place I was not expert enough at cross examination to make a person tell what he wanted even if he knew, and then I was not a good enough detective to put my hand on the book in which the answer to the question was contained, as I knew only the important reference books, and those more by name than by constant handling.

I also worked under the disadvantage of not knowing enough about the work of the other departments of the library to answer even very simple

questions about where to find things. Of course I picked up some knowledge of this kind in time, but if I had had a couple of days or so to look around, I should have been of more use to the library when I was assigned to work in a certain department, and it would have been much less embarrassing for myself.

One surprising thing to me was the ease with which the high school children made use of the catalog, Poole's Index and other common reference books I had met only after I was nearly through college. I thought this indicated the great progress in library co-operation with schools, until I took my next position in what is considered one of our most progressive libraries. It had, like the last-mentioned library, a children's department, and in addition a special school department for teachers, a well worked out system of school traveling libraries, and a special assistant in charge of a branch in the high school building. But the pupils who came to the library knew no more how to use books than I did at their age. Whether this was the fault of the high school librarian, an inefficient children's room, or the subordinate position of the reference department with its poorly paid assistants, I do not know.

What I did get here was a knowledge of how the library tries in many ways to reach the people, by letting them know that it will supply their demands, rather than by trying to "educate" them. The willingness of the librarian to order any kind of a book, especially trashy fiction, if only some one person recommended it, was at first a shock to my orthodox ideas. I had expected to find that librarians were very careful in the selection of novels, having heard so much about guiding the reading of the people, but it seemed almost to be the other way around in this library. While it did not give the "best reading," what it did have was for the "greatest number." The "least cost" part of the A. L. A. motto I have still to see in operation throughout



any library, although some departments come pretty close to being as efficient as possible in a place where so few of the tasks are mechanical.

My greatest regret (so far) is the lack of practical experience in various kinds of library work before entering library school. Of course any kind of experience is an advantage, but I agree with the opinion expressed at the recent A. L. A. conference that some library experience should form a part of the entrance requirements to those schools which aim to give the best training for librarianship.

### The Cat Is Out of the Bag

She has only recently appeared on the pages of the magazines—so far as I know the masculine librarian has still to make his bow, but *She* has arrived.

It seemed odd that the writer people overlooked her for so long—she could be made just as interesting, by a clever story teller, as the overworked teachers, the noble doctors, the charming secretaries, beautiful stenographers, ill-used clerks, captivating nurses, brave telephone girls, prosperous buyers, or inimitable McChesneys.

The probable reason for her literary, if I may improvise, "fictionary" backwardness, is that the genus librarian is usually reticent,—a deplorable quality in this publicity-mad age. The requirements of her calling foster this trait. A good librarian is known, not by her own achievements, but by her success in exploiting the achievements of others. Her worth is measured by the quality of her altruism—which service leads not to the halls of fame, or Nobel prizes. She must be content to be known only as a hand-maid of Knowledge, an honorable position, in which one vaunteth not one's self, but one's master.

But finally she was discovered, as all things eventually are, by the magazine fiction writers, in search of copy. Perhaps the best known or at least the most advertised example of her, is the

exotically romantic "liberry teacher" in the "Rose Garden Husband." There are others of her also, in fact now that she has made her debut on the pages of fiction, she appears with more or less frequency.

But always there is one descriptive tag which overshadows whatever other qualities the story-writer has seen fit to endow her with, and that,—the one she has always sought to conceal—her poverty.

How did they discover that secret? She never told—she was partly too proud, partly too loyal, and partly too ashamed.

Didn't she carefully air her gaslined white gloves for a symphony concert, retrim her last year's hat, blacken her tan boots, and conceal the daily lunch which she must carry?

Did she ever hold mass meetings of protest, or go on strikes, or form unions, or shout her grievances from the house-top?

No, she grumbled occasionally, in the bosom of the library family, and wished she had entered some other field of work, but she stayed right on, held by some unexplainable attachment, which none but a librarian can understand.

Of course, the library journals admit the painful fact that as a class, librarians are poorly paid, and discuss it frankly, pro and con, every so often, but no one but a librarian would think of reading a library journal any more than one would an annual report, so that was perfectly safe.

But in spite of all subterfuges and precautions, the cat is out of the bag, the magazine writer has done it, and so, the "poor" librarian has made her debut upon the stage of fiction.

It is discouraging, yes, and humiliating, for her to have struggled so hard, ostrich like, to hide the ugly fact, and finally to have it dragged into the limelight as her distinguishing feature. However, now that the first shock is over, and the truth laid bare, there gleams a faint ray of hope through the clouds. It may be, that the fates have

ordained, that by this rather harrowing means, librarians of the future may cease to exist,—and begin to live!

A. K.

### From This Angle

Librarians frequently meet together in conference or council and discuss methods for the improvement of the library staff individually and collectively. Hints and helps to administration invariably end in suggestions along this line. Here is a new idea. Why not call a conference of assistants to work out efficient practical ways of bolstering up the Librarian in weak places? Every assistant, if she is really worth while, knows the failings of her chief. She never discusses these shortcomings if she is the right kind. Sometimes she will lie rather than disclose them. But now for the sake of the argument suppose such a conference took place. By all my hopes of advancement, that would be a lively meeting!

Might it not be said:

"Sisters of the profession, we are gathered together in solemn council to reform our librarians. Swear by your time-sheets that our proceedings will be secret. The following points come up for careful consideration: 1. Is your Librarian lazy? 2. Does she give credit where it is due or does she take all the glory herself? 3. Is she consistent? Is she just? 4. What is her manner of reproof? 5. Does she keep her assistants posted as to her plans; does she consult with them? 6. What relations has the Librarian established between the first assistant and herself, between the first assistant and the rest of the staff? This is a source of very great weakness. 7. Does the Librarian give responsibility generously or does she hound? 8. Does she keep the work well balanced among assistants? 9. Does she know as much as you do about actual working conditions, by meeting the public at the desk, and does she welcome suggestions from assistants? 10. Is she human in her relations with public and

staff or are her methods all in all? 11. What are the comments of the public behind her back? 12. Does she loyally devote her time to the library or use her efforts to earn a reputation abroad and along other lines? To what extent is this justifiable? 13. If you are employed in a large city library, does your Librarian meet regularly with the younger assistants and are relations between them and herself comfortable? Another source of great weakness. 14. Does your Librarian fill you with enthusiasm and in spite of her faults, do you admire and respect her? 15. Does she boss or do you all pull together, the Librarian looking ahead, directing and guiding and inspiring the best in you?

Now, vow by your Efficiency Reports and all the holy red tape so dear to your Librarian's heart, that you will save both the official and human soul of your chief. For, verily, if she measure not up to these standards, though she soar eloquently in library conference, though she be quoted from one end of the land to the other, though she draw an increasingly princely salary, while yours remains stationary, yea, though she shine professionally but hath not the respect of her assistants, her real worth is but as sounding brass and clanging cymbal."

### What an Assistant Expects of a Librarian\*

Many interesting and helpful papers have from time to time been read before gatherings of library workers on that inevitable subject "What the librarian expects of an assistant." So many in fact that the subject has been exhausted and it would require a very original assistant forsooth to possess a quality good or bad, which has not been discussed many times.

On such occasions as real, genuine librarians have stood before the assembled audience, and enumerated in tones of deep authority the qualifica-

\*Read before joint meeting of Kansas and Missouri librarians at St. Joseph, Mo., Oct. 24, 1913.

tions essential to the making of an ideal assistant, and summarized for us those shortcomings which the librarian must guard against in his selection of members for the library staff, we, fellow-assistants, have sat and listened awe-inspired, have we not? Awe-inspired in the wonder of that which it should lie within our power to be. We jotted in our mental note-books suggestions which we thought might prove helpful in the development of our very imperfect selves, and we wondered how we had managed thus far to slip through the personality and efficiency tests without having our faults bring us to grief.

The privilege has been accorded me to say a few words in behalf of those of my lower though indispensable rank, prepared, I think, to tell you "What an assistant expects of a Librarian." Revenge is sweet—I invite you, Librarians, to sharpen your mental pencils and be prepared to jot a bit in your mental note-books those hints which may be of value in the rendering your assistants' lives more happy ones.

The relation of librarian and assistants means something more than a strictly business arrangement, and we expect of our chief primarily,—inspirational leadership. I have tried in vain to find a satisfactory definition of that expression in all its forceful meaning. It is a something which we feel profoundly, value most highly, yet cannot define. Inspirational leadership cannot exist without loyalty on the part of the librarian, not only to the library and to the Board, but to assistants as well. Dr Herbert Putnam has said (and shall I not quote him the foremost librarian of this land?) that where woman is concerned, the mischief of loyalty is not in the lack of it, but rather in the overintensification and misdirection of it. I need not, therefore, address the gentlemen librarians in regard to this little matter, for I have been given to understand that it is their natural way to direct loyalty just as it should be done. However let the lady librarians take a note.

There must exist a certain openness

between the chief and the assistants. If a veil of secrecy is thrown over the doings and sayings of our superiors and directors, we cannot be blamed for whispering in the stacks. It so happens that most American library assistants are of the gentler sex, which fact may to a great extent account for the rapid progress of our nation's libraries, but nevertheless it makes any whispering in the stacks a most perilous state of affairs, for stray words misconstrued by the gentler sex, may at the wrong time be used to wrong advantage. I am proud to say that in my Library at least, the days are now long past when a large blotter was placed over the pay-roll, and the assistant requested to sign her name through an aperture in that blotter just large enough to contain her signature. We must divulge everything to the inquiries of our institutions, must answer a why for this and a wherefore for that—we must even divulge our own true ages to the records. We ask in return that we may not be left standing as some deluded audience to wonder what is going on behind the scenes. Keeping assistants in the dark does not aid in the cultivation of the feeling of loyalty to the institution which means so much in bringing about the enthusiastic service which the stranger feels the moment he enters the building.

We like to be confident that we can go to our executive in a perfectly free and frank fashion, and tell him our troubles and perplexities, and that he will listen in a friendly way without thinking us faultfinding and discontented. That he will see both sides of any question at issue. We assistants do not mind tip toeing through the massive door into the spacious parlor office of the chief, and passing over the velvet-piled carpet to his desk, but should that nervous tremor overtake us as we wait for the Executive to raise his head and note our presence, and should we in that lapse of time forget most everything we had so nicely cut upon the tip of our tongue before entering, we would expect rightly, I be-

lieve, that the manifestation of superiority in rank on the part of the librarian should not become so overpowering as to put his assistants in awe of themselves, and to make them realize a sensation of littleness when in his presence.

We ask of you, Librarians, that you give us to feel we are not merely girls hired to print catalog cards and stamp book-labels. Allow us to use our own judgment now and then. We may err, but we must answer for our actions if indiscriminate. Then show us in how far our judgment lacked discrimination, and you will cultivate our mental faculty of deciding correctly by the comparison of facts and ideas.

I remember reading a couple of years ago of Melvil Dewey's idea of executive ability. He defined it, I think, as the ability to marshal the 4 m's—men, materials, methods, and machinery. The librarian who most easily marshals the first "m." is he who selects his assistants with the greatest forethought and discrimination as to their natural qualifications, and remembers that work is better done by a few efficient, experienced, zealous, well-paid persons, than by a larger number of persons of indifferent skill and with salaries proportionate to their skill. In natural sequence he will most easily marshal the remaining three "m's" by sharing most wisely the responsibilities with his staff.

To throw a responsibility on a person is to encourage worthiness to bear that responsibility. Each member of the staff wants to feel responsible for certain duties given her to perform and knowing them her duties, she will realize that she is defrauding the library and the public if she does not perform them to the best of her ability. Assistants are not automatons attached to trucks and shelves to dispense duties at the pressing of buttons or the snapping of switches, and it is therefore actually reasonable that the humanity within us would work with more elated pride at being a part of our institution and not mere messen-

gers of orders. The feeling that it is "our" library, that we help to make or mar its efficiency, contributes largely toward rendering the administration easy and the library successful. I repeat again words of Dr Putnam. "The woman may have the ability for the larger task, but it will not develop until the task is assigned. It awaits the need, and the proof of it awaits the call." Give us a chance at the larger task and see what we will do with it.

The expectations which I have voiced invite me to enter many channels of detail, but lack of time forbids. My requests, I believe, have been modest in number. Let us assistants share your responsibilities, Librarians, but bear in mind that we cannot do it until you have laid low the unsurmountable wall of monarchical aloofness which most of you have built around yourselves. The assistant does not belong to just the same class of library furnishings as the booklift and the multigraph. The booklift was built into the library and stays there always, the multigraph was after much debating bought for the library, and is at night carefully covered and left in its accustomed corner until the morrow. But the assistant goes home. If she has been standing on one spot check-in off books the entire day, she might as well be covered up for the night like the multigraph. If her work has had just enough variety and her chief just consideration to prevent the day's task becoming mechanical and drudgery, she will have enough energy left without having done any less work for her employer, to read a good book, see a play or converse a couple of hours with a friend, and to generally acquire that broader view of things which you, Librarians, are so desirous that we should have.

It is only natural that an assistant in a well-governed library should look upon as her ideals many of the qualities which she daily admires in her own executive, and if the high standard set by my librarian has made me too exacting, I expect you to forgive me.

LENORE WEISSENBORN.

### The Trials and Tribulations of an Assistant\*

Now that we hear so much about the ideal assistant, it is quite a novel experience for one belonging to the ranks and file of a library to be allowed in the presence of librarians to wail a wail about the trials and tribulations of an assistant:

For usually the said assistant hardly dares to breathe the fact that she has such things as trials. She hates dreadfully to admit even to herself that she has them, for lo, having made the admission, doesn't she acknowledge that she has fallen short of that ideal state she is supposed to have attained to, and that she is just a poor, weak mortal after all?

Those assistants who have the fortitude and bravery to be perfectly frank will have to admit that there are times when life is not easy, and then what wouldn't they give to look through poor Tithattom's spectacles to see whether things will ever come straight? For the tired assistant it is exasperating we will all have to admit, just when there is a rush at the desk and borrowers are standing two or three deep to have Morowitz Polensky decide to beat a tatoo, or for Miss Haven't-a-Minute to dangle her book at you every move you make for fear you won't charge her next, and then to catch a glimpse of her a second later chatting in a leisurely way with a neighbor she has happened to spy in the crowd.

The very next questioner may think that one of Caesar's cheeks looks more sunken than the other and he wants her to see whether she can substantiate for him the story he has learned somewhere that Caesar had lost a tooth.

A string of such happenings will probably lead an assistant to agree with a witty classification that has been made of question askers, which divides them into three classes:

"Those who don't know what they want, and say they don't.

"Those who say they know what they want, and don't.

"Those who say they know what they want, and won't tell."

Monotony at any rate is not among the reference assistant's trials.

The public isn't here just now, so it would be an easy matter to credit them with a good share of our troubles, but as this is the assistant's hour, with a librarian just waiting for a chance to answer back at the end of it, I can't bear to disappoint him and am going to tell the impolite truth. Almost all library troubles come from within the library itself. It may be that the *esprit de corps* that means so much to any institution is lacking. Do you know of anything more exasperating than an individualist on a library staff? One in whom the spirit of the "survival of the fittest" is so strong that she can't bring herself to meet others half way and can't help others to be of service for fear she will not cover herself with glory? A lack of coöperation to my mind is the greatest cause of trials and tribulations, and when I say coöperation, I mean the kind that extends from the librarian down to the janitor.

How often the well formulated plans that have been thought out by the librarian for the development of his library are never communicated in any way to his staff, who are left groping in the deepest ignorance of what they are supposed to be working toward, and yet intelligent service is expected of those assistants.

Now, of course, it isn't at all necessary that all matters that come before the board be talked over with the staff, but assistants should have the confidence of their librarian, and through him learn his aims and policies, so that they can share with him the pleasure of working to make them realities.

Neither all librarians nor all assistants are easy to work with, and it is too bad that librarians ever have to inherit their assistants from a board. They should be allowed to select them, so that they can take into careful consideration, personality, temperament,

\*Read before the Missouri library association, 1913.



etc. A librarian once told me that he seldom selects an assistant without first having had an interview with her, for with him personality counts for over half. This is a splendid plan when practicable and is by the way almost as great a satisfaction to the one as to the other.

Can a librarian, however, allow his responsibility to end with the wise selection of an assistant and an initiative talk with her in his office on the first day?

If he has selected her because she has initiative and originality then it is due both to the library and to the assistant that these qualities be developed and he can't reasonably expect that they will develop without further thought, or care on his part.

If on the other hand the assistant is from the librarian's point of view, a failure, or at least a semi-failure, does he always point out her faults to her, talk them over with her in a friendly way and show her how they can be overcome? Is there a sympathetic study of the weakness that lies next her powers, for the semi-failure needs more than half a chance? Does the librarian always talk over with assistants the work of the departments and welcome suggestions in regard to improvements?

I once heard of a librarian who met such suggestions in a self absorbed sort of a manner and usually answered in an irrelevant way "But we are building for the future."

I doubt whether the assistants had any very definite conception of just what they were building, but at any rate they were keenly awake to the fact that they and several hundreds of patrons were living in the present and they thought, at least, that daily experience was pointing out to them changes that needed to be made so that they could give to those patrons aid that they didn't get.

To welcome suggestions in regard to the work, probably does more than any other one thing to help an assistant to see something in the daily rou-

tine beside monotony. It gives her a larger view of the work.

The plans suggested may not be feasible, but an explanation of why they will not meet the requirements will satisfy her and if the explanation is given in the right way, it will lead her to further creative thought that can be guided into the right channels and do much to destroy any germs of iconoclastic criticism that may be lurking in the southeast corner of her brain, just waiting for a chance to develop into a grievance.

When one begins to count trials they always seem like legions.

There is the schedule with its many possibilities of producing trials.

Nothing looks like a blessing to an assistant who has worked too many hours or to one who is feeling the numbing monotony of being kept too long at one kind of work. Monday is apt to be indigo to the unfortunate, who in addition to six days of good service is called on to keep the library open on the seventh, without another whole day of rest being given in its place.

And then there is the much moaned small salary of the average assistant, with the many calls upon it. And the much talked of A. L. A. troubles, which are first-cousins to the salary troubles. There are large troubles and small troubles. I am not going to give you their genealogy but in ending I want to say that a sympathetic coöperation of the right kind does much to lessen the more enduring troubles of an assistant and it rests with the librarian in large measure whether his assistants are to have the necessary breadth of vision to banish many of their trials and tribulations.

MARTHA J. BROWN,  
Branch librarian, St. Joseph, Mo.

The other chief items of library expense after books, accession expense and keeping, are cost of furnishing to readers and helping readers—circulation and reference work.—*Princeton Alumni Weekly*.

### A Few Gleams from the Assistants' Side\*

A state official writes: The idea has occurred to me that perhaps the reason libraries have such a hard time getting money is that trustees and librarians fail to get out and show the powers who make up the budget what a library does, where the money actually goes, and the good the library accomplishes in the community.

Here is a city where they have at least four big manufacturers, and goodness knows what else, with a Carnegie building which they don't keep up and a librarian not equal to the job. Does it come back to the fact that we have small salaries because we have incompetent librarians or do we have incompetent librarians because we have small salaries? Seems to me it works both ways. What can we do to prevent the incompetent from getting in?

Another writes: I have just had brought home to me the lack of seriousness in many library assistants by the fact that all my latest acquisitions from the library schools look upon the library as a continuation school or college. They want two weeks' vacation at Christmas, a few days or a week in the spring and extra time in the summer. This is all very fine and one might say, if they are willing to take it at their own expense, why object? But is it quite fair to the assistants left behind to put extra work on their shoulders, in order that a few non-residents shall have a frolic and apportion their time as they did when at college or in library school?

In other words, does your library school graduate out-of-town assistant often become a bona fide resident of the town in which she accepts a position, and does she keep in mind the fact that while she may like to go home on a visit she would not and often could not take a library position in her

small-town home? I have been greatly impressed lately with the fact that these importations are sometimes detrimental to the service, because they cannot or do not enter into the life of the community but are always looking toward new fields and pastures green. Then when someone asks for a recommendation of one of these assistants, one cannot conscientiously give it. Is this a feminine trait? Is it not true that a man who takes up his residence in a place makes it his home and rarely asks for extra vacations except for something special?

A reference librarian in a big library writes: "This staff is as busy as bees are—to be quite truthful, as busy as *municipally-employed* bees are. Our chief is more like a flea than a bee. The snatches of conference one gets with him adds little to the clarity of things. However, I suppose one shouldn't worry if one isn't bitten.

Our cataloging department is busy cataloging a lot of old books and, in the meantime, the new and up-to-date material reposes on the stack unwept, unhonoured and unsung. The other day I watched one of the girls put through a book on The abuses of the ablative case (London, 1835); meanwhile our catalog shows nothing on aviation and allied subjects later than 1911. We have at least three later volumes stored away. "It's a way we have (in this library) which nobody can deny."

One with large responsibility says: What is the use of trying to do things, if we can never have a permanent staff and even our home girls are gobbled up by other libraries?

I get very much discouraged over library affairs. Some of our heads sit down and let things go, yet they expect other people to keep up the music and lead the dance, too. There is no appreciation of service, originality or initiative in an individual. They only count as they add to the glory of the institution. One of my best girls was allowed to go to another library, who appreciating a good thing offered her an advance in salary which this library

\*A few extracts from letters from various parts of the country written without a thought of their publication are therefore given without names or addresses.

could pay if it would, and what we shall do without her, I can't imagine. She is one of the strongest library workers I know, a native of this place and her family live here.

An assistant in a library, who led her class in library school and was a most valuable worker, was allowed to go to another library for a difference of five dollars a month in salary. The only effort made to keep her was to say that people were glad to work at Harvard library for nothing and she ought not to move for so small an increase. I call that less worth while philosophy than Puddin' Head Wilson's.

#### Does an account of an accountant count?

There are as many departments in a public library as in a mercantile business and about the least in public view is the business office, yet, from the standpoint of the library assistants, this is one of the most, if not the most, important of all the branches of the service.

If you doubt the accuracy of this statement ask anyone of them, from CHIEF LIBRARIAN to office boy—round about check time!

Whatever monotony there may be about the work in any other department, there certainly is none in the accountant's, whose work varies many times a day, and sometimes runs from making an entry for five cents to writing a check for as many or more thousands of dollars in the same number of minutes.

While it is the business of the reference and circulating departments to *give out* books, it is the duty of the accountant to *keep* them, and in proper shape, too, which must be duly certified to by the auditor. The open shelves of the circulating department may hold as much fiction as the dear public cares to leave on them, but fiction must not *figure* in the books of the accountant.

In no uncertain *cents*, all the spoils from tickets of leave—to use the library—and all the *fine* work of the circulating department ultimately find their way to the office, where the soil is not *tilled* but the cash is.

No one can say that the accountant's work is of no account, for she is dealing

almost constantly with accounts, and many of them decidedly petty. She is the most incredulous of mortals, for not a *statement* comes to her but she will proceed to verify it. Hers is a checkered career, and yet she often longs for *change*, however small. Were you to ask her what she regards as the greatest of books, she would tell you it undoubtedly is "Hard cash." Honest as the sun, she *pays* as she goes—on with her work. To her the "Seats of the Mighty" are always the *re-ceipts*. She pens how the notes go and she notes how the pens go. In brief, the work of the accountant, though subject to many checks, is, "taking it by and large," as Old Gorgan Graham said, the most *safe* position in the service, though it may have its *vaults*.

The importance of books in a university is so great that a university library must subordinate to them everything except the most necessary matters for practical administration, and be contented with the plainest and simplest methods of cataloging and administration.

Probably the least realized expense factor of a library administration is the expense of the educational side of its work—the personal help and guidance to students done by the reference department, and the great amount of time and thought put on the preparation of the right kind of cataloging and reference help required in order to make the books usable to their full capacity and with the least effort on the part of the user. Minor but tangible aspects of this are the care of the special seminary libraries, the furnishing of special reference librarians for the departmental libraries, providing duplicate catalogs for these libraries. The greatest and least tangible aspect is the constant attempt to better the classification and subject-cataloging with regard to ease and sureness of reference—a matter which needs constant care.

The long and short of these cost aspects is that every new call on service, every new student, new professor or new course means more labor or less efficiency.

### Conditions and Requirements for Public Library Assistants\*

The qualifications for acceptable library service may be summarized as follows: Assistants must have at least a high school education, or its equivalent; a fair knowledge of books, good health, courteous manners, neatness in appearance and in work, accuracy, speed, reliability, general intelligence and good judgment. They should be between 18 and 30 years of age.

The selection of regular assistants, excepting such as may be required for special duties, shall be made from those who have submitted to and passed an examination in general information, history and literature, to be given by the librarian at a date to be duly advertised.

The papers submitted by candidates at the examination shall form the basis of the recommendation to the Board of Trustees by the library committee and the librarian for the position of assistants, although other qualifications of candidates must also be taken into consideration.

Previous to being given paid employment, applicants who have passed the examination will be required to take a course of training in this library, this training to include five hours of daily library service, without salary, for six months. It will be understood that this apprenticeship period is one of probation, and that if, at the end of a month, an apprentice is found to be unfitted for the work, she shall not be continued in the training class. For the present year those applicants who are accepted, after the preliminary examination and training, will be required to attend, at their own expense, the Summer school for library training, to be held in June to August, 191 . The tuition will be free to residents of the state.

The library will be open from 9 a. m. to 9 p. m. during the week, and the reading room from 2 to 6 p. m. on Sun-

day. The reading room will be open for 4 hours on certain legal holidays.

An average of 42 hours per week will be required of assistants. Sunday and legal holiday supervision of the reading room will be paid for at the rate of ????? cents an hour.

A weekly half holiday will be given each assistant and an annual vacation of 3 weeks.

The salary will be \$00.00 per month at the outset, with a definite scale of increase (up to a certain fixed sum), according to merit.

### Suggested examination of candidates for library employment

Write your full name and address at top of first sheet.

Write on one side of paper only.

Number each sheet of your answers in upper right hand corner.

Indicate the questions by writing their number before their respective answers.

1. Name the authors and titles of six books which you have read during the past year, giving a brief opinion of three.

2. What idea or event do you associate with each of the following names?

1. Alexander the Great. 2. Martin Luther. 3. Father Damien. 4. Bismarck. 5. Cromwell. 6. Patrick Henry. 7. Sir Isaac Newton. 8. Marconi.

3. Give a brief outline of the causes of the European war, and of the important events of the war to date.

4. Name two of the important measures passed by Congress during its last session.

5. Name five good and interesting books for a girl from ten to fourteen years old.

6. (a) Name one work of each of the following authors, stating in what language the work was written: 1. Spenser. 2. Homer. 3. Irving. 4. Tolstoi. 5. Goethe. 6. Maeterlinck. 7. Kipling. 8. Hawthorne. 9. Hugo. 10. Roosevelt.

(b) Are these authors still living?

7. Give the title of the book and the

\*Used in New York State library school in presenting a course in Administration of small libraries.

name of its author in which each of the following characters appear: 1. Shylock. 2. Mr. Micawber. 3. Giant Despair. 4. John Ridd. 5. Becky Sharp. 6. Gurth the swineherd.

8. Name the authors of the following: 1. The ring and the book. 2. Cymbeline. 3. Hypatia. 4. The crisis. 5. Bigelow papers. 6. Vicar of Wakefield. 7. Canterbury tales. 8. Little Minister. 9. Queed. 10. Tales of a wayside inn. 11. The Divine comedy. 12. Idylls of the King. 13. Kidnapped. 14. Stones of Venice. 15. Man and superman.

9. Name six of the newspapers and magazines which you are in the habit of reading, briefly stating the character of three.

10. Give the names of the following prominent men: 1. United States secretary of war. 2. Secretary of the United States navy. 3. President of the French Republic. 4. Poet laureate of England. 5. Mayor of this city. 6. United States senators from this state. 7. Governor of this state.

11. Copy exactly the following paragraph:

"Buckle has dignified the ready wit of women by termeing it a tendency to start from ideals than from the patent collection of fact: Man's minds, he asserted, are naturally inductive, women's deductive: It would perhaps more correct to say that women starts more drearily, perhaps without any conscience intellectual process, from the immediate facts before them." (Ellis—*Man and Woman*, p. 176.)

12. Write a letter to the librarian containing not over a hundred words, stating your motive for wishing to work in a library.

**Handbooks for use in training library apprentice classes**

Dana, J. C. *Library Primer*. Library Bureau. \$1.

Dana, J. C., ed. *Modern American library economy*, as illustrated by the Newark (N. J.) free public library. Part 5, Section 2. Course of study on the use of a library. H. W. Wilson Co. 75c.

Of this series there are 12 other sections, all of them valuable in training apprentices and assistants. They range in price from 25c to \$1 each.

Fay, Lucy E., and Eaton, Anne T. *Textbook of library methods for normal school classes*. Boston Book Co. 1915. Probably \$1.50.

Ovitz, Delia G. *Course in reference work*. (Pamphlet.) Delia G. Ovitz, Librarian State normal school, Milwaukee, Wis. 10c.

Stearns, L. E. *Essentials in library methods*. A. L. A. Publishing Board. 15c.

Ward, G. O. *Practical use of books and libraries; an elementary manual*. Boston Book Co. \$1.

Ward, G. O. *Teaching outline to accompany same*. Boston Book Co. 50c.

The A. L. A. Publishing Board are issuing preprinted chapters of the *Manual of library economy*, valuable as a comprehensive view of all library endeavor.

MARILLA W. FREEMAN.

**Book Importations**

Further development of the plan to assist libraries desiring to import books from belligerent countries, as outlined in December *PUBLIC LIBRARIES* (20:464), involves forms No. 1 and No. 2, which have been issued by Dr Putnam, librarian of Congress. No. 1 is to be used where the application is directed from the institution placing an order abroad. No. 2 is to be used where the application is from the importer acting as an agent for a group of institutions. Those institutions or individuals who are interested in the matter may obtain blank forms, or other information, by application to the Library of Congress.

"The time has passed," the walrus said,

"To talk of all our woe,  
Of catalogs, and shelf lists

Accession books, and so,

And why our cards are always red,

And where the imprints go."

And why are dots and dashes?

And what do rings here mean?

Does intellect have flashes?

And by whom will these be seen?

(Summer library school poetry.)



### Mid Winter Library Meetings

In accordance with the provisions of the constitution, a meeting of the A. L. A. council was called for December 29-30 in Chicago. There were about 37 members present. By invitation a larger body of those interested in library affairs generally were present because of other meetings that have grown up around this council, and still another contingent of no small size in the spirit of holiday visiting—all these made a very pleasant gathering where friend greeted friend and enjoyed the hospitalities of the occasion.

#### A. L. A. council meeting

On Wednesday morning, the Council was called to order by the president, Miss Mary W. Plummer.

The committee on Fire insurance rates made another report through its chairman, Mr Dudgeon, of Wisconsin. After referring facetiously to the continuation of this committee as well as the one on lighting and ventilation, Mr Dudgeon reviewed what the committee had done up to the present time and said there were things in insurance practices that prevented a final report. He called attention to the fact that conditions varied so largely in different libraries that there was only one bit of advice that the committee could give and that was to have every library use every effort possible to get a low rate, a lower rate, indeed, than the established rate of the community, due to the isolation, good conditions existing in the libraries and also the fact that the public library is a municipally-owned institution and does not come within the rules of the Board of Underwriters. Some libraries have carefully framed policies fully covering all losses, but most libraries use the *standard* form, which insures in very general terms, but contains a clause excluding most of the property usually found in a library. The printed portion of the standard policy expressly states that, unless it is specifically mentioned, the following articles will be *excluded* from the loss: awnings, casts, curiosities, drawings, dies, implements, manu-

scripts, metals, models, patterns, pictures, scientific apparatus, signs, store and office furniture or fixtures, sculpture, tools or property held in storage for repairs. These articles would remain uninsured unless they were enumerated in the written portion of the policy. Another section deals with card catalogs and so on. The rule of law seems to be that the sum recoverable on articles of this kind, instead of being the full value of the product with all the work that is done upon it, is the value of the stationery and material that went into it. In insuring these articles, the library ought to have a fixed value, say the value of replacing or the value of reproduction, or include a clause that will specifically state the value of the work and labor required in producing. The committee was not ready to report on fire prevention.

Mr Dudgeon called attention to the doubt as to whether municipal insurance was good for a library. Most cities hold that it is cheaper for the city to replace and rebuild a building that is lost by fire than it is to pay constantly an insurance rate, but the library will find that while the city has profited by the absence of insurance, the library itself is likely to find itself without any specific funds with which to rebuild. It will be faced by the problem of a specific appropriation from the funds of the city and there may be no adequate money with which to rebuild the library so that a library in a city which insists upon carrying insurance is, for all practical purposes without any insurance.

The committee promised a final report for next summer.

The next report was made by Dr C. W. Andrews on Economics of library architecture. (This paper will appear in full in next number of Public Libraries.)

Dr W. Dawson Johnston, of St. Paul, discussed the paper in a most interesting way. He said he should like to give the title of "Immortality of cozy corners in libraries," or more specifically the "Immortality of partitions and corridors of libraries." He called atten-

tion to the fact that the monastic type of library tends to persist in present college library buildings as perhaps the dearest thing to the professor's heart and a large element of confusion to library administration.

In a public library, where the service is departmental, the question presents itself as to what extent need we have departmental rooms. The university tends to have just as many of these departmental rooms as it can afford, ordinarily more than it can afford in the interest of service. Shall the public library follow this example or shall it follow the trend in office buildings, where the large office has taken the place of numerous small offices.

"The experts have found that the tendency in public library buildings is toward the multiplication of small departmental reading rooms. Is this well? Out of a careful investigation rather than experience, I feel that we should not do this. A collection of books that either because of its character or because of the nature of its use might just as well be housed in a separate building, may in that case be located in a separate room—a department of medicine, for example. But a collection of books which have much in common with other collections, and which must be used with other collections, should be housed as much as possible in the same room. For three reasons this appeals—first, the greater accessibility of all the books; second, greater space both for readers and for books; third, the greater flexibility of administration.

We may assign a room to-day to civics or to modern languages, but will we want to use that same room in the same way ten years from now or twenty years from now? Then will our corridors and partitions not present possible obstacles, especially if these corridors are very ornate? The proper furniture for the library from the librarian's point of view is not walls, certainly not marble walls, but book cases and books.

Dr Johnston called attention to the

problem in St. Paul which, though interesting and attractive, presented difficulties which had to be overcome. There are three divisions of the building; the left wing being the Hill reference library, which has a separate entrance. Among other things, they had four reading rooms, where one or two were possible by the funds, and some of the walls had to be eliminated. The reading rooms, as they stand, with the glass doors between, practically open, are inviting reading rooms and particularly in evening service, can be cared for by minimum number of attendants.

Mr Wellman was to have discussed the paper but, as he was not present, and had not sent a communication, it was passed.

Mr Wyer said he had taken up three matters of complaint with the Carnegie Corporation. One was that the Corporation was too insistent in prescriptions and mandates in the way of buildings and building plans, and that they had made trouble about sites at different times. Mr Bertram disavowed that they concerned themselves with buildings except in the case of very small libraries, and that they concerned themselves almost none at all with sites. Mr Bertram had asked the name of the library that brought up the fact, but Mr Wyer had not told, in fear of doing an injustice to the library. Mr Bertram said they never interfered with the buildings or choice of sites, particularly in the choice of buildings in a large library system because such institutions had good architects of their own in which the Carnegie Corporation had entire confidence.

In regard to small libraries, the Corporation had put into print the quintessence of its experience with small library buildings, and they sometimes sent these pamphlets to those to whom they gave libraries. Sometimes they required an approval of the plans to be used for small library buildings because, in many cases, a local architect, who might know nothing about or have had no experience with, or knowledge of, library conditions of buildings what-

ever, had been employed in too many cases to suit them, and the building had been too much of monument for the local architect and too little design for useful building for the purpose for which it was intended. Any site that was agreeable to the community or, in the last analysis, to the library board handling the matter, will be satisfactory to the Carnegie Corporation. The site is not a matter upon which the Corporation cares to pass, and is entirely willing to leave it to the local decision.

Mr Dudgeon called attention to the fact that the unwillingness of the Corporation to build auditoriums on the same level with the library was the reason why so many auditoriums were in the basement and, thereby put the service floor at varying heights from the street level. This is an uneconomical arrangement. Mr Wyer reported that Mr Bertram was concerned as to the wise use of a library basement. He is looking for information and will welcome any representation of the standard and proper use of the library basement.

The chairman called for the next subject, which was Publicity methods for libraries, by W. H. Kerr. Mr Kerr's paper had been printed before the meeting. Mr Kerr asked to emphasize one or two points—the first was the fact that the average business concern spent from three to five per cent. in various forms of advertising. Publicity men feel that 10 per cent. ought to be the figure. He had sent a letter to 13 libraries, reporting in the *A. L. A. Bulletin*, asking them to tell, if possible, what the total expenditure for publicity was. The most notable fact in these answers was that the libraries 'don't know how much money they are spending. Most of them were not able to give the figures. Some few gave figures, but some of them did not include various items.

In Portland, Ore., the per cent. for the monthly bulletin and printed booklists, but not including the multigraphing of booklists nor the printed stationery of the library, is a little less than 1

per cent. In Springfield, Mass., the figures given include the cost of monthly bulletin and of booklist, and shows about two and one-half per cent. Salem, Mass., spent a little less than two per cent. St. Louis, one and one-third per cent. The Pittsburg Carnegie had no way of estimating, but thought the amount spent upon the bulletin was a little more than one-quarter of one per cent. Grand Rapids, practically two per cent.

Mr Kerr emphasized the fact that the "we" in library work didn't mean simply the people who come to the meetings and think they know pretty well what they have for the hundred million Americans, but he had in mind the whole body politic of library workers in the hundreds of small towns who don't know, and, also, properly the "we" will include all the workers in the ranks as well as those who are higher up and who think they know pretty well what they have and what they can do.

Mr Kerr called attention to the news bulletins of publicity committees of other organizations, especially the news bulletin of the American Civic Association, printed on one side only so that it can be clipped, made up of short articles, some of them based on papers and addresses, others upon items of temporary passing interest. Mr Kerr gave the definition of publicity to be "the process of getting any community, however small or however large, into a realization of its own resources and its own goodness." The libraries of this country form a part of the resources of the community and form a part of the goodness of the community and it is the duty of the librarian not only to bring the community into a realization of those resources and that goodness but to bring ourselves into a realization of what we really have.

Mr Compton of Seattle, in a letter which was read by the secretary, discussed the question of coöperative publicity and said, among other things, "the emphasis should not be placed on such an item as the saving in printing but

rather on the saving in time to individual libraries and on the increased effectiveness of publicity material. We have found in Seattle that the coöperative lists which we have received bring equally as good results as any lists we have compiled ourselves and with enormous saving of time. Coöperative lists do not mean the entire discontinuance of the lists printed by individual libraries but certainly the duplication of so many lists by so many libraries could be greatly reduced.

In regard to the publicity inquiry which Mr Kerr recommends, it seems to me that a publicity committee should do more than make a survey and bring in the finding of facts. Sufficient facts are at hand now for us to know that present day library publicity is largely unattractive, ineffective and unnecessarily expensive for the results obtained.

The people as a whole know very little about libraries and perhaps care less. There should be a central bureau for coöperative library publicity. I do not have in mind an advertising agent who could make a noise in big headlines. What is needed in libraries is not noise but accurate information which would attract attention and still be dignified—a combination which should be possible."

#### Coöperative saving

The president called for Mr Rush, who had some examples of publicity material and gave interesting figures and facts in the matter of economy and their use. He referred especially to the information upon home blotters published coöperatively by the Los Angeles public library at \$4.50, paid for 500 copies which would have cost St. Joseph's public library, singly, \$24.65. A little slip for pasting on packages sent out by parcel post cost \$2.85 for a thousand; 25,000 printed coöperatively would cost only \$16.75. If 25 librarians had printed these things separately they would have cost all, \$71.25. Another list which he had just had done cost \$3.75 for 500. If there had been 25,000 of them for 50 different libraries, they would have cost \$21.50.

Printed separately and similarly, they would have cost \$162.50. If there was a coöperative power getting out these attractive blotters and other pieces of advertisement, it could be done better and much less expensively. What is needed is the coördination of present methods. In answer to a question, Mr Rush said that the figures included special imprints for special libraries. In his correspondence with various libraries over the country to gather his material, they asked him to supervise their advertising, which illustrates the point that a large number of small libraries need help and also need the saving that would come from it.

Mr Ranck suggested out of his experience that the A. L. A. ought to adopt some of the radical publicity methods and get out of their minds that in doing so it would be undignified. He told about going from St. Joseph to Mackinac and back in an automobile to talk to people about good roads and suggested that the president of the A. L. A. go on such an automobile trip giving headlines to all the libraries in the country. Mr Dudgeon said that we have 99 per cent. knowledge of what libraries can do and one per cent. knowledge of how to inform the public about it. A librarian with his training and his traditions back of him doesn't make a good publicity man. Mr Ranck added to the discussion by calling attention to how the potatoes, apples and lemon growers attract the public and suggested that the article in the January number of *The Ladies' Home Journal*, "Should the church advertise?" be read, the word "library" being substituted for "church."

The secretary read a letter from Mr Wellman, calling attention to the Stevens bill which had been introduced into Congress in 1914 giving the manufacturers of articles for sale, and these included books, the power to fix a rate at which they should be sold and making it unlawful for dealers to change the price. This bill has been introduced again by Mr Ayer of Kansas and referred to the Interstate Commerce

committee. Resolutions suggesting the steps which the libraries should take relating to the matter, offered by C. H. Brown of Brooklyn public library, were read by Mr Roden. A committee was named to draw up resolutions and report the first thing the next meeting. The committee was made up of Dr Frank P. Hill, Dr A. E. Bostwick and Mr C. B. Roden.

At the second meeting on December 30 the committee on resolutions not being present, Dr Andrews reported on the union list of serials. He reported that the prospect of having the Library of Congress prepare the serial list was so remote that the committee had in mind to secure the publication of a tentative list, because it did not seem judicious to refuse scholars the aid of a list that can be compiled, giving nine-tenths of the serials in the large libraries, for the sake of absolute completion in including the remaining small fraction. Mr Ranck, of the committee on Light and ventilation, gave a long report on the progress made through the experience of the investigation of a year but announced no definite conclusion had been reached.

Mr Ranck gave as his belief that the matter of ventilation is not only a science but an art as well and no system of ventilation is going to operate itself without brains and intelligence and constant supervision. He stated that in a conversation with the supervising architect of the United States government, the latter had said that he had given up the so-called ventilating apparatus and was depending largely on natural ventilation.

Mr Dudgeon called attention to the fact that, in all the years the committee had been making these investigations libraries were being erected without the benefit of any last word on the subject and that he thought it was time that something, even if not perfect, should be set forth in answer to the chairman's question.

Dr Andrews reported that in the plans for the New John Crerar library, they were going to try an experiment

on a large scale of doing away with a large and general apparatus and depend upon a system applicable to each room according to its needs.

Dr E. C. Richardson, of Princeton university, emphasized again some of the main points in his address on "The place of a library in a university," which had been printed before the meeting. These were: The university library is a method of teaching by books; a university is made up of students and teachers; teachers include instruction teachers and instruction books. A library is a collection of books for sale or for the scrap basket. Small or large, it consists of three factors—books, building and librarian. This is an individual trinity. Without any one of these things, a library does not exist. It exists for users but may not exist without them. A library building ceases to be a library if it has no books or has no one to make them usable.

A summary of his address is as follows: The place of the library in the university in view of this discussion of the nature of a university and the nature of a library, the actual practice of universities, and the trend of university instruction may, therefore be described as that of an organic teaching unit, as distinguished from an administration unit, coordinate with all schools, departments, museums, or other separately organized teaching factors, its work of teaching being done by its own particular bibliographical methods, as well as by classroom methods, and directed toward assisting the teaching of all departments of the university by its bibliographical and reference and exhibition methods of instruction, while its expert staff form a special school for instruction in the book sciences. Such a school meets the modern demand for instruction in the book arts in the university, even for undergraduates, as well as the demand for schools of library training. In the matter of library training, since there are many vocational schools, the class room instruction by the library



staff of the university is naturally directed toward the more scientific aspects of teaching and research in the book sciences, and to the higher education of libraries—i. e., of librarians for learned libraries, and this is linked up, perhaps, with graduate study for the doctorate.

While, therefore, there is little uniformity among the universities in actual practice and the definitions of all tend to recognize the library as an organic teaching unit in the university, with branches in every department, and serving every department, but with its own methods of instruction and its own instruction staff, assisted in its operation by every other teaching staff, as well as assisting their operations.

Its typical organized position in the university would seem to be that described by President Butler; i. e., a differentiated teaching faculty, but a faculty which, unlike the Columbia practice, is organized as a library of libraries, for the sake of efficiency of administration and uniformity in teaching methods.

Dr Root of Oberlin called attention to a number of instances which show a lack of full comprehension on the part of most university and college professors of the value of the library as an important part of the school organization. He spoke of a number of college professors being invited to take a place on the program of the Ohio state library meeting so that one part of the educational force might receive suggestions from the other educational forces of the state as to what they would like to see the libraries do. Each of these gentlemen remarked in his opening words: "I don't know why I should be asked to appear on this program and I don't know what I am expected to say to a body of librarians."

He told of an Eastern situation where the president of the university said to a librarian: "You are not employed to help the students but to catalog the books." Dr Root said "there is a large element of college men who

can't see anything outside of their own department, and the library, according to their view, is collecting a few very valuable books for their department and a great deal of trash for other lines. There is responsibility on college librarians not only to demand the rightful place for the library in all our schools but one on ourselves to search out and draw into the profession the type of men, forceful, vigorous, energetic and scholarly, who ought to be there and whom quite rightfully we alone can find and persuade to enter the profession."

Mr Williamson called attention to the fact that there is a considerable amount of original scientific research which is necessary to the teaching faction and that the university library has a large responsibility in connection with that work.

A very interesting paper was presented by Mr Ranck on the Municipal reference library and the city library. He gave valuable exposition of how Grand Rapids public library cares very successfully for the demands for information on the municipality. It was discussed by Dr C. C. Williamson of New York City.

Mr Thompson read a report on Labor saving devices about which there was considerable discussion as to how it should be published and how distributed. The matter was finally referred to the Publishing Board for action.

A motion was carried endorsing the recommendation of the National Municipal League that steps be taken to bring to the attention of the members of Congress and to urge upon them the desirability of granting to the Library of Congress a special appropriation sufficient to enable it to establish a municipal reference addition, to serve as a central cooperating agency for the municipal reference libraries and similar organizations throughout the country.

The following resolutions were offered and unanimously adopted:

*Resolved:* That the Council of the Ameri-

can Library Association, acting for said Association and representing the public, educational, scientific and institutional libraries of the country, most earnestly ask that such libraries be exempted from the provisions of H. R. No. 4715. They ask this because such libraries are large purchasers of books and are operated entirely for the benefit of the public and for general educational purposes, and are supported in the main by public taxation.

*Voted:* That the Bookbuying Committee be requested to secure and compile, as promptly as possible, statistical and other material in support of the position taken by the Council on the Stevens bill, and that such material be at once distributed to all libraries affected by the provisions of the bill.

#### Action by Executive Board

Routine matters for the most part occupied the attention of the Executive Board in its meetings at the Mid-winter sessions.

The report of the treasurer shows the receipts from January to December, 1915, to be \$19,164.80; the expenditures to be \$15,207.23—leaving a total balance of \$4,707.51, exclusive of special funds in bank. Estimated income of the association for 1916, \$24,045. The budget for association activities outside the A. L. A. Publishing Board, shows \$15,545 available.

There was voted for the use of the Publishing Board, the income of the Carnegie fund, estimated at \$4,300, and all proceeds from sales of publications, estimated at \$11,000.

The committee to nominate the A. L. A. officers for 1916 was appointed as follows: W. W. Bishop, University of Michigan; W. R. Watson, University of State of New York; Sarah C. N. Bogle, Pittsburg Carnegie library; E. C. Richardson, Princeton university; A. S. Root, Oberlin college.

The request to name an A. L. A. committee on Expansion of decimal classification to cooperate with its author having been laid on the table at the last meeting of the board, the question was taken up in response from members of the association and reconsidered. The president will therefore appoint a committee to act with Dr Dewey.

In answer to a letter from Mr J. C. Dana on the subject of publicity it was voted that "to a committee on publicity for 1916 be referred all previous A. L. A. reports on the subject of publicity." W. H. Kerr was appointed chairman of the Publicity committee and named the following to act with him on it:

Charles H. Compton, Frederick C. Hicks, Samuel H. Ranck, William F. Yust, Joseph L. Wheeler, and Mrs Elizabeth Claypool Earl.

The Panama Pacific exhibit committee made a partial report containing the following recommendations: 1) The return of Library Bureau furniture lent for the Exposition; the return to the publishers of expensive technical books lent by them; the return to the libraries sending material such material as they had requested should be returned; the popular books be donated to the library at Thayne, Alaska; the gift of such remaining material as may be desired be made to the commissioners of the Y. M. C. A. of China for an educational exhibit to be shown in the leading cities and educational centers of China.

The president appointed as a committee to attend the National conference on Immigration and Americanization to be held in Philadelphia in January, the following persons: Robert P. Bliss, Emma R. Engle and Mrs E. N. Delfino.

It was voted that the 1916 conference be held at Asbury Park, N. J. and that the time be fixed for Monday, June 26, to Saturday, July 1.

The Book-Buying committee, in cooperation with the Committee on federal and state relations was authorized to arrange whatever meetings or conference would be necessary in reference to H. R. No. 4715.

A resolution was passed asking that all library forces of the country take whatever action possible to exempt libraries from the provision of the Stevens-Ayer bill.

### School section

The A. L. A. school libraries section met Friday afternoon and evening, December 31, 1915, in Chicago. The opening hour, for general reports and discussion, was presided over by Miss Martha Wilson.

In a message from Miss Hall, chairman of the section, she recounted the rapid growth of interest and activity in school libraries, evidenced by the recent successful meetings and exhibits in California, Illinois, Ohio, New Jersey, New York, New England, and the South. Concerted effort was urged for the appointment of trained supervisors of school libraries in all states.

Miss Martha Wilson reported active work in progress on the list of books for school libraries, to be published by the U. S. Bureau of Education.

A permanent school library exhibit, to be kept at A. L. A. headquarters for loan as needed, was suggested. A committee of three, including the chairman of the section, was appointed to prepare such an exhibit.

The report of Mr F. K. Walter, chairman of the committee on professional training of school librarians, was presented, explaining the purpose of the committee to investigate how large a demand exists for trained school librarians. The trend of discussion, by several library school directors and representatives of various states present, was that the demand for trained librarians for schools is increasing, that sometimes it is difficult to find suitable candidates, and that the library schools offer special work in this field.

In discussion of the function of the A. L. A. committee on coöperation with the N. E. A. Mr Kerr said that the committee in no way duplicates the work of the School libraries section and that there is a distinct advantage in having an official committee representing the A. L. A. as a whole to coöperate with the N. E. A. and other educational bodies and officers.

The comparative merits of supervision of school libraries by state library com-

missions and by state departments of education were discussed.

The lack of adequate textbooks for required courses in children's literature was presented by Miss Mary B. Day, of the State normal school at Carbondale, Illinois.

The importance of a thoroughly equipped children's library department in all normal school libraries was described by Mr Kerr and Miss Effie Power.

Miss Grace Rose, of Davenport, Iowa, told of the plan for certification of the reading and library knowledge of teachers who have not had normal school training.

Miss Dickey, of Chicago normal college, read a comprehensive paper on "The need of library facilities in city training schools."

The work of the N. E. A. library department committee on normal school libraries was discussed, the opinion being that effort should now be made for more generally adequate funds and staff for normal school libraries.

### High School Librarians' Round Table

The High-school librarians, with about 30 in attendance, met in an informal round-table, Friday evening, Dec. 31. In the absence of Miss Mary Hall, Miss Florence Hopkins of Detroit Central high-school, acted as chairman. Miss Fanny Ball of Central high-school, Grand Rapids, Mich., was secretary.

Various topics in regard to the management of high school libraries were discussed, such as courses in cultural reading in informal groups, and lectures, under the organization of the library, which should be open to pupils and parents together, on such subjects as music, biography, and civic life. The possibility of library work as a vocation was brought up with the suggestion that courses of study in the high school be outlined for the guidance of pupils, as is the case in other vocational subjects. The need of training pupils in the use of the library and of

reference books was also thoroughly talked over.

Miss Warren, formerly of the School of education, Chicago university, spoke of the necessity of having librarians in high schools who had the training of the teacher as well as that of the librarian, and maintained also that the library should be worked up as a separate department of the school. The general tone of the meeting was to the effect that the high school library has proved its right to claim an integral place in the regular school system.

Mr. Rice of the Department of education, Wisconsin, offered the following resolution which was voted on and adopted by the meeting:

We recommend that the necessary equipment be provided in high schools for instruction in the use of books and libraries, and that such instruction be put upon the same basis, by the various states, as other required high school subjects.

The discussion of the resolution clearly indicated that there was no intention of introducing technical training into the high school, but rather to give in some dozen or twenty lessons the needed instruction to enable pupils to make intelligent use of the library and to do independent reference work.

FANNY D. BALL, Secretary.

#### American Library Institute

There will be two sessions at a meeting of the A. L. I., which has been set for March 3-4, at Atlantic City, N. J. A large attendance is urged.

The discussions will be upon the following subjects:

The field of research and teaching in the book sciences, E. C. Richardson.

Exhibition methods of instruction, J. C. Dana.

The literature of staff teaching in colleges and universities, ———

The field of cooperation between libraries of learning, E. C. Richardson.

Recognized needs and proposed solutions, C. W. Andrews.

The A. L. I. plan and its possible applications:

- (a) The best collection on the American civil war, F. P. Hill.
- (b) Joint list of photostat copies, ———
- (c) Historical periodicals, Walter Lichtenstein.

E. C. RICHARDSON.

#### Meeting of the League of Library Commissions

The thirteenth annual meeting of the League of library commissions was held in Chicago, December 30-31, 1915. There were present, one or more representatives of the state work of Alabama, Georgia, Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Nebraska, New York, North Dakota, South Dakota and Wisconsin. Many other library workers attended the meetings. At the first meeting, Thursday afternoon with the president, Miss Fannie C. Rawson, Kentucky, in the chair, Miss Julia Robinson, of Iowa, read a paper on The progress of rural library extension work confining the discussion and resumé to existing county and township laws and their operation. After brief summaries of the existing library laws, Miss Robinson offered the following:

#### Suggested provision for a good county library law

**Support**—Tax levy adequate for maintenance—exempting towns with free public libraries.

**Government**—Library board (5 or 7) selected from residents of the county by county officers—for a stated term (3 to 5 years) or a contract with an established library.

**Power of Library Board**—Should be clearly defined.

**Initiative**—By county (or township) officers with or without a petition signed by a majority of resident taxpayers.

**Location**—County seat or elsewhere.

**Building**—By tax or gift. Erection in hands of library board.

**Period of existence**—Terminated only by majority vote of taxpayers, and definite terms by contract.

**Extent of service**—Whole or in part of a county, another county—excepting communities with public libraries established.

**Method of service**—Direct loan, branches, stations, schools, libraries, book wagons, etc.

**Librarian**—Qualifications required open to discussion, but appointment and removal should rest with library board, and regular reports required to library board and state library commission.

**Operation**—Even with best possible law the help of Commissions is needed to give information, arouse interest and promote county library projects.

Mr Henry N. Sanborn, Indiana, read a paper on Commission helps in book selection. There seem to be but two ways in which a commission can aid in

book selection; directly by supervision or actual choice for the individual library and indirectly by distribution of lists and general advice, or by instruction.

The direct methods are so individual that they cannot be profitably discussed. The great advantage of direct aid is, of course, that it gives the state some control of the book-selection, and this is obviously important in the case of fiction. If Commissions could double the money spent by the library for fiction on condition that only a certain percent of the library's book fund should be spent for fiction and that the Commission should approve the list of all the fiction bought, we might do much.

The great advantage of direct aid is that it gives the state some control in book selection. If commissioners could double the money spent by the library for fiction on condition that only a certain percent. of the library's book fund should be spent for fiction and that the commission should approve all the fiction bought, much could be done to raise the standard.

The indirect way in helping in book selection is through the bulletins and the book lists. The commission may also serve in a negative way by giving warnings against inferior books.

Mr Sanborn deplored the unnecessary duplication of lists which prevails and urged on the league more active coöperation. He gave the result of the questionnaire which was sent to Indiana libraries on which a tabulation of replies had been made with regard to the value of the *Booklist* to the libraries. After a frank discussion of the criticism, the conclusion was reached that the *Booklist* is the best solution of the commission's problem of furnishing help in book selection, that while it is not perfect it has been constantly growing and improving since it started.

Miss Massee, editor of the *Booklist* followed with a clear presentation of the method of preparing the *Booklist*. The chief English and American reviews and 100 separate periodicals, to-

gether with the notes from librarians are indexed and filed. There are a corps of 50 readers. The note writing is done by three people. The exact phrases from library notes are used as well as quotations from reviewers whenever possible.

Mr Dudgeon explained in answer to a criticism of a similar work done by the Wisconsin commission that the *Booklist* is sent to every library in Wisconsin and its use is urged and that their own list was used only to supplement the *Booklist*.

The second session opened with a discussion on the subject of the United States Bureau of Education reading courses. Mr Dudgeon said that Wisconsin had its own reading circle but that they were glad to coöperate with the Bureau of Education as far as their resources would permit. Reports from several states show the commissions willing to supply the books and recommend their use.

Miss Borresen, of Lacrosse, Wis., in a report on Foreign books said the committee had made an effort to secure the printed lists already compiled and was trying to formulate a plan for standardizing them and to provide English annotations. A resolution was passed urging the translation in foreign languages of books relating to history, customs, government and institutions of the United States to meet the needs of immigrants who are without a knowledge of the English language.

J. I. Wyer, jr., presented a correspondence with the Carnegie Corporation relating to the 10 per cent. requirements for maintenance of library buildings. While it has not been thought wise to raise the requirement, the Carnegie Corporation is glad to emphasize the fact that 10 per cent. is considered merely as a minimum. The correspondence with the league has been printed as a special leaflet to be mailed as an enclosure with each promise of a library building hereafter made by the Corporation and to all libraries which have heretofore received such buildings.



J. I. Wyer, Jr., in a talk on Commission aims and achievements, emphasized the following: 1) The unification of agencies for educational and library extension; 2) A specific effort to increase tax support for local libraries; 3) A more thorough and effective organization of libraries in the observation of league formalities; 4) A series of library institutes; 5) A report relating to the Stevens bill protesting against its present form as unjust to the patrons of libraries and injurious to the educational welfare of the public. A committee of three was appointed to cooperate with other organizations in opposition to the bill.

The following officers were elected: First vice-president, Sarah B. Askew, New Jersey; second vice-president, Mrs A. J. Barclay, Iowa; secretary-treasurer, Henry N. Sanborn, Indiana; member of executive board, Anna May Price, Illinois.

The following committees were appointed: Publication, Asa Wynkoop, New York; H. N. Sanborn, Indiana; Clara F. Baldwin, Minnesota.

Aid to new commissions, W. R. Watson, New York; Julia A. Robinson, Iowa; Mrs Minnie C. Budlong, North Dakota.

Books in foreign languages: J. Maud Campbell, Massachusetts; Anna A. McDonald, Pennsylvania; M. S. Dudgeon, Wisconsin; Lily M. E. Borresen, Lacrosse.

The improvement of the national parks and making them available for all the people would be an important step in the scheme of national preparedness. It would unify the people, because it would bring the east and west and north and south together on even ground. The development of the parks would bring a better understanding among the people. It would eliminate the feeling among the eastern people that only barbarians live in the west and among the westerners that the easterners are more or less effete. There is nothing like Nature to bring that good feeling of fellowship to the people of a nation.

### Library Meetings

**British Columbia**—The fourth annual meeting of the British Columbia library association was held in the new Provincial library, Victoria, on December 15. There was a representative attendance of members present, and Mr E. O. S. Scholefield, Provincial librarian and archivist, was called to the chair. Officers as follows were appointed for the ensuing year: Honorary President, Hon. W. J. Bowser, K.C., LL.D., premier and attorney-general of the province; president, Mr E. O. S. Scholefield; vice-president, Mr John T. Collins, Salt Spring Island; secretary, Mr John Hosie, Provincial library; treasurer, Miss Mary Stewart, Victoria Public library; councillors, his honor Judge Howay, New Westminster, Mr Herbert Skinner, Nanaimo, Miss Burnett, Miss Wolfenden and Miss Russell, all of the Provincial library, Mrs Hutchinson, Prospect Lake, Mr Herbert Killam, superintendent of traveling libraries, Mr D. L. MacLaurin principal of Victoria normal school, and Mr F. G. C. Wood, of the University of British Columbia.

A pleasant event was the entertainment of about 80 members of the A. L. A. traveling party from the Berkeley conference in June. Although the books had not been moved into the new library and the furnishing was only under way, the building in its design and interior arrangement seemed to meet with the approval of the visitors, many of whom were plainly astonished to find such an elaborate and imposing structure, together with all the latest ideas for an efficient library service.

With regard to the aims and objects of the association, it was felt that a more aggressive programme to advance the cause of the public library movement in the province should be inaugurated at once, and a publicity committee consisting of Miss Burnett, Miss Clay and Mr Forsyth was appointed with powers.

The existing Public libraries act is wholly inadequate to the needs of the

times, and a new bill has been drafted by a committee of the association. It is hoped that this bill, which among other provisions provides for a government organizer and superintendent of libraries and library associations, will be accepted in its entirety by the provincial government and so pave the way for a great advance in library work and enterprise throughout the province. The government is well disposed towards the bill, although fighting shy in the meantime of any measures imposing fresh taxation. A committee consisting of Mr Scholefield, Judge Howay and Mr MacLaurin was appointed to take up the matter with the government.

Arising from a letter to the president from Mr Lawrence J. Burpee, of the International joint commission of Ottawa, the question of a national library for Canada was introduced, but a full discussion of the subject, which is of the utmost importance, was postponed until the next meeting of the association.

After the business meeting an hour was spent in social intercourse, and refreshments were served by the staff of the Provincial library.

**Indiana**—The seventh annual meeting of the Indiana Library trustees association convened in Indianapolis, November 17, 1915, with Mrs Elizabeth Claypool Earl presiding.

Mrs Earl gave the "President's message," a forceful, inspiring statement of the duties and responsibilities of library trustees and of the opportunities of this association. She recommended specifically: 1) that a committee be appointed to study the needs of Indiana libraries and draft a library bill to be brought before the next meeting of this association for discussion, and, if approved, to be placed before the next session of the legislature to be enacted into law; 2) that "Fitness first" be adopted as an appropriate slogan for the association. At the conclusion of the address, both recommendations were adopted.

The address at the evening meeting was given by Mr Purd B. Wright, librarian of the Kansas City (Mo.) library, on the topic "Privileges and responsibilities of the library trustee." Chief of such privileges and responsibilities, he said, was that of appointing a competent librarian and then loyally assisting the librarian to make the library serve the needs of the community. The address throughout was plain, practical and concrete, consisting chiefly of interesting personal reminiscences illustrating how a trustee may by his attitude either be a help or a hindrance to the welfare of the library.

The third session met to hear an address by George B. Usley, sec. of the A. L. A., on the topic, "Financial responsibility of the trustees to the communities." He classified trustees as of three kinds: first and least numerous, those who spend too much time; second, those who give too little time to the library; third, good trustees. The first class makes the mistake of not realizing that the duty of the trustee is not to know library details, but to judge of efficiency in results attained. The first and foremost function of trustees is to choose the best available librarian and arrange conditions favorable to effective work by the librarian.

The prime financial responsibility is familiarity with the financial condition of the city and such acquaintance and influence with prominent men that the library will receive adequate financial support.

The trustees, too, should make it a part of their business to bring about a better appreciation by city officials of what the library is trying to accomplish.

Trustees are in a better position to talk about the finances of the library to the community at large than is the librarian. They should, however, give the librarian time and opportunity to go about and get acquainted with the influential men and women of the community and study community needs.

Trustees should carefully prepare a

budget for the year's expenditures, and what is more important, should conscientiously live up to it. The full amount appropriated should be spent. The function of the library is to turn money into book service. This it does, not by saving, but by spending. The surest way to strengthen the library's treasury is to expend it in public service. To attempt to save is to handicap its chances for future support. It must rest its assurance for support, not on its cash balance, but on what it is accomplishing. A financial method which is economy for a family spells lost opportunity for the library.

Following Mr Utley's address, Professor Will D. Howe of Indiana university, gave a brief address on "The library as an educational force." He emphasized two ways in which the library educates people. First, it is of direct service in helping one get the right point of view in his work. It enables one to see his work in proper perspective; it gives one breadth of outlook.

A second and more important function of the library is to contribute to a sane and helpful way of spending one's leisure hours.

Henry N. Sanborn took charge of a round table discussion. Dr W. F. Book discussed briefly "The library and vocational education." He urged the importance of the library helping young people get ready for efficient service in specific kinds of work. Particularly the library can aid young people in choosing a vocation by having at hand needed information so that they may decide wisely.

Miss Ahern expressed herself as strongly opposed to any form of vocational education which was wholly divorced from books. She also emphasized the need of coöperation on the part of teachers and librarians.

Mr Purd B. Wright spoke of the use of the library as a social center.

The following report of the Resolutions committee was adopted:

*Resolved 1)* That we extend our thanks to the officers and to the members of vari-

ous committees for their faithful service; to the management of the Severin for their courteous treatment of the trustees; and to those who have taken part in the program, contributing so largely to the success and helpfulness of the meeting.

*Resolved 2)* That it is with regret and sorrow that we learn of the death of Hon. Charles Eckhart of Auburn, a charter member of this organization, who was a great philanthropist and liberal donor to the cause of libraries and to all other educational and moral work. We extend to the family and relatives of Mr Eckhart, and to the city of Auburn, our sympathy in their loss.

*Resolved 3)* That we shall continue our efforts to get a uniformly codified library law; that we favor the county extension library law suggested in the president's message, to be incorporated in such manner as not to interfere with the present township extension law.

*Resolved 4)* That our slogan, "Fitness First," be kept foremost in the minds of our members throughout the year; all standing together and striving to reach the high ideal sounded as the keynote of this meeting.

The following officers were elected: Pres. Orville C. Pratt, Wabash; vice-pres. Orville L. Simmons, Goshen; secy. Miss Lois Compton, New Castle; treas. Mrs H. D. Tutewiler, Indianapolis.

Executive committee: Mrs Elizabeth Claypool Earl, Connersville; Mrs Elva T. Carter, Plainfield; Mr Henry A. Geager, Princeton.

**Mississippi**—In response to a call issued in December, 1915, librarians of the state met in the Carnegie library of West Point, January 8, for the purpose of re-organizing the Mississippi library association, which has not held a meeting since February, 1911. A new constitution was adopted and the following officers elected for 1916: President, Mr Whitman Davis, librarian, A. & M. college; vice-president, Mrs Pearl Fraris, librarian, State Normal college; secretary, Miss Lucy Evans Heard, librarian, Carnegie library, West Point; treasurer, Miss Culberson, librarian, Industrial institute and college.

The association has been active for several years, due to the fact that the number of librarians was not sufficient to justify the effort to do organized work. Several libraries have been built

since 1911 and others are being erected, which is evidence of the increased interest in public libraries.

LUCY EVANS HEARD,  
Secretary.

**Utah**—The Utah library association held its fourth annual meeting in Salt Lake City, December 21-22, 1915.

Two sessions were joint meetings with the Utah educational association.

On Tuesday afternoon a symposium, "Reading for the child," was conducted at which the following topics were discussed: "The book and the individual child," by J. Challen Smith, principal Sumner school, Salt Lake City, in which he brought out the importance not only of having books in the grades, but also that the book should be suited to the individual child. Many children may be doing good upper grade school work who have come from homes having few books, and who have not had general reading advantages from school or library to enable them to read books chosen by grade. Such children should still have the foundation of their reading and later education established, by being led through lower grade books, till able to read books suited to their grade in school. He also emphasized the importance of books for general reading being placed through the grades of the public schools.

In her discussion of this topic, Miss Rachel Edwards, teacher of the eighth grade in the same school, showed how developing the reading habit in the child depended largely on the way reading was taught in the public schools, and told how children coming into her grade without the habit, were led to read by giving them lower grade books and asked to read them in a short time.

"A book to a child through the grades of the public schools," was advocated by Supt L. E. Eggertsen of the Provo schools, who told the wonderful effect of placing a book to a child down to the third grade of the Provo schools and said that the library

board had now given the order for books to be placed through the first three grades.

Principal T. J. Worlton of the Poplar Grove school, one of the three schools of Salt Lake City to have the books from the fourth grade through the eighth, gave some very enlightening statistics, based on what had been accomplished through his school, of what could be done for the children if books were put in all the grades of the Salt Lake schools. He showed also, through tests given in his school, how rapidity of reading and getting the thought go together, and brought out the idea that good readers develop good thinkers. In the absence of Supt J. M. Mills of the Ogden schools, Miss Downey told how the city commission had given the public library an additional thousand dollars this year to put books through the eighth and sixth grades of the Ogden schools and said the plan was to work systematically from year to year till they had books for all the grades.

Miss Jennie Crabbe, teacher of the sixth grade, Whittier school, Salt Lake, discussed "The child's general reading with the study of United States history," developing in a charming way the fine literature to which the child may be led through his study of U. S. history. "The schoolhouse as a branch of the public library" was made a thing "devoutly to be wished for" by Principal D. R. Coombs of the Riverside school, Salt Lake. He was followed by Miss M. June Peirce, principal of the Mound Fort school, Ogden, who told how successfully such a branch of the public library had developed in her school as a result of coöperation between the school and the library. Supt C. A. Johnson of the Grand County schools could not be present, so Miss Downey told about "Placing books throughout the grades of the county schools" of Grand County, which is the first county in the state to do this as a whole. She spoke of the two great objects of the state library work, to have a tax sup-

ported public library in every community and a book to a child suited to his grade in every schoolroom in Utah and expressed the hope that every county in the state would soon follow the example of Grand.

Principal G. A. Weggeland, of the Garfield schools, outlined the methods he was using for "Raising money for a school library" and told of the interest the parents and children of his school were taking in the movement. The need of "Teaching the child the care of books in the grades" was shown to be the duty of every teacher by Miss Emma J. Mitchell, teacher in the junior high school, Salt Lake. Through being taught the proper care of books she led the child to care of person and public interests to finally be a useful citizen. The desirability of "Turning over the fifteen cent fund provided by law to the public library for purchase of children's books" was discussed by Supt E. T. Reid of Manti, where the public schools and library are located on the same grounds, making it convenient for the children to come directly from the schools to the library. Dr E. G. Gowans, State superintendent of public instruction, spoke on the "Legality of spending the fifteen cent fund," stating that the old law had been repealed by the last legislature merely to be combined with another law to go into effect January 1, 1916, and expressed the hope that the board of education of every county would see that the law was enforced.

On Tuesday evening, the joint meeting of the Utah library association and Utah educational association was a session of "Special messages," Supt Orson Ryan of the Jordan district ably showed how "The new athletics" developed a strong body to enable the mind to do its most efficient work, and emphasized the fact that a certain amount of healthful play is essential to continued good work. Miss Mary E. Downey gave an address on "The live library." Presupposing good building, equipment, organization and administration she gave the qualities necessary

to the board and librarian to create a live library. She then outlined the essentials of registration, circulation, and the use of various departments of a library which show that it is rendering first class service and ended by giving a constructive criticism of things needed to be done to make Utah truly alive as a library state. Dr E. G. Gowans through "The citizen and the school" made a strong appeal to keep military drill out of the public schools. He told how athletics and patriotism should be taught in other ways to develop good citizens. Dr Gowans's address was heartily approved by Prof Elwood P. Cubberley of Leland Stanford university who, under the subject, "The new patriotism" discussed the resolutions of the N. E. A. relating to military training in the public schools.

Wednesday morning, the librarians met at the Packard library. The president of the association, Mr S. P. Eggersen, trustee of Provo public library, presided. In the opening address he gave reminiscences of early library days in Utah, and showed how things were gradually progressing. Miss Mary E. Downey, library secretary and organizer, gave a survey of present conditions over the state, dwelling especially on the things accomplished in the last year. Miss Esther Nelson, librarian, University of Utah, told "What the small library can do to prepare the high school pupil for college." She showed how the student in high school might be taught the care of books, given a knowledge of reference work, and shown how to use a library so that on coming to the university and college he need lose no time in becoming acquainted with the library. Miss Johanna Sprague, librarian of the Packard library, gave a resume of "The 1915 meeting of the A. L. A." and named some of the advantages which the individual library gains from the A. L. A.

A. C. Matheson, ex-superintendent of public instruction, followed informally with encouraging words to the



librarians and spoke of the great service which the library movement was rendering the state. Miss Hester Bonham, librarian of the Provo library, in a paper called "Revolution of the Provo public library," showed how, with the help of the state library secretary and an organizer, the Provo library had been practically made over and doubled its service in the last year. Miss Grace Harris, librarian of the Ogden public library, discussed "Making a picture collection." She gave sources of obtaining material, methods of mounting and filing, and subject headings, and illustrated the various ways of using pictures.

The business meeting followed. After voting to send a fee for affiliation with the American library association, the nominating committee reported the followings officers, who were elected for the ensuing year: President, Howard R. Driggs; first vice-president, Mrs Annie L. Gillespie; second vice-president, Miss Elizabeth Smith; secretary and treasurer, Grace Harris; members of the Executive board, Esther Nelson and Johanna Sprague. It was decided to invite the Idaho and Wyoming library associations to a tri-state meeting in Salt Lake some time in the spring. The meeting adjourned to a delightful luncheon at Hotel Newhouse.

MARY E. DOWNEY.

### Atlantic City Meeting

The twentieth annual meeting of the Pennsylvania library club and the New Jersey library association will be held at Atlantic City, March 3 and 4, 1916.

There will be three sessions at the Hotel Chelsea.

A special meeting of the New Jersey library association will be held on Friday, March 3, 3 p. m., as follows:

Chairman: Miss Margaret A. McVety, chief of lending department, Newark public library; President, New Jersey library association.

Twenty-five years of the New Jersey library association, Dr. Frank P. Hill, Brooklyn, N. Y.

How to use fiction as reference material, Miss Maud McClelland, New York Public Library, New York City.

The small library helping the teacher with her geography and history lesson, Miss Marion G. Clark, State Normal School, Newark, N. J.

Why continue the fines system? Miss Agnes Miller, Public library, Princeton, N. J.

The following are on the program of the joint meetings:

The connection between books and music, Constantin Von Sternberg, Steinberg school of music.

Early American children's books (illustrated by lantern slides), A. S. W. Rosenbach, Ph. D., Philadelphia, Pa.

The usual rates at the Hotel Chelsea will be allowed.

### Illinois Library Association News

A circular letter is being issued this month by the president of the Illinois library association calling attention to the desirability of further coöperation on the part of the library workers of the state. The association feels that it bore a share in the campaign as a result of which the legislature of 1915 made possible increased local appropriations for libraries. This activity should not be allowed to lapse. An abundance of work remains to be done. A glance at the achievements of other states suffices to suggest pertinent lines of effort. The success of the past year and the interest recently manifested in library matters by civic and women's organizations should encourage the association to urge upon the legislature and the state at large the needs of the library as an educational agency.

Partially by way of supplementing legislative activity there are in mind some plans for general publicity. The state at large has as yet by no means reached the point of recognizing "the public library as an integral part of public education." Libraries and librarianship do not stand in the high public regard which they deserve. Much can be done to remedy this condition of affairs if the matter be rightly approached.

The Illinois library association

earnestly wishes to promote plans for making Illinois a better library state. It can do so to advantage only if all available forces are joined in the endeavor. The officers of the association note with gratification that many library workers who are not upon the rolls of the association have been in attendance at its meetings and have aided it in its enterprises. It needs the fullest cooperation of all such, however, and therefore asks that they become regular members of the association. Dues for the year 1916, amounting to one dollar, should be sent to Adah F. Whitcomb, Hiram Kelley branch, Chicago public library.

E. J. R.

### Interesting Things in Print

A list of books to read aloud have been compiled by Edith K. Jones, McLean Hospital, Waverly, Mass., for the current number of *The Nurse*. Reprints of this list may be had by applying to Miss Jones.

The publishers of *Information*—a monthly digest of current events—have in preparation for early issue a cumulative volume of all the numbers issued in 1915—containing approximately 700 entries.

An interesting and valuable discussion of the reading problems in rural communities is given in the presidential address of L. L. Dickerson of the Iowa library association, which is published in the Iowa *Library Quarterly* No. 12.

A graded and annotated catalog of books in the public library in the District of Columbia for use in the schools of the city has been issued by the library in a pamphlet of 146 pages. The list is well chosen and annotations on the class books add to its value. The list of fiction is particularly good.

"A fifty years' record of constructive financing," while the story of the oldest private banking house in Chicago—Peabody, Houghteling & Company—is still a very simple and clear expres-

sion of certain lines of financial industry. The pamphlet is small but full of information.

The impromptu local songs with which the special A. L. A. party beguiled themselves on the way to California last summer, have been corrected, revised and amplified by Mr Faxon, in the form of a pretty little booklet which was sent out with holiday greetings from Mr and Mrs Faxon.

William Harper Davis, who has been librarian of the Public Service Corporation of New Jersey at Newark since September, sets forth the scope and purpose of the library in the *Newark Sunday Call*, December 26. This library is in close coöperation with the Newark Public library.

The Seven joys of reading, by Mary Wright Plummer, has been issued as a very attractive pamphlet by the H. W. Wilson Company. It is a most instructive and, at the same time, highly entertaining essay in Miss Plummer's own style—a semi-humorous, semi-serious presentation of truths that carry. The seven joys, as she presents them are the joy of familiarity, of surprise, of sympathy, of appreciation, of expansion, of shock and of revelation. Every one of the seven joys will find its special appreciation in some one of its readers, not improbably all of them, in one person and the pamphlet is well worth the half hour's reading to anyone engaged in library work and, in many instances, will invite repeated readings.

A list of the books in the Public library of Toledo, O., relating to merchandise and salesmanship, has been compiled by that library at the request of the Retail Merchants' board of the Toledo Commerce club and has been published by the Merchants' board. The idea is to educate the sales people by increasing their knowledge of the goods that they handle and giving them that confidence which will come from knowing important details about what they are selling. Such knowledge, it is claimed, will not only increase the

sales for the merchant, but will increase the wages of the employees who have increased their knowledge. A dozen pages hold the entries which are arranged under subjects and have the class numbers in addition to the authors and titles.

The February *Drama* contains a four-act play, *War*, which has recently created fervid discussion in Russia because of its anti-military tendency. The dramatist is Artzybashev, author of the famous *Sanine*. The play is followed by a study of the author, and by other articles, one on modern stage conditions by Ezra Pound, others on Eugene Walter, on New York's Christmas play, on the Folly of theatrical advertising, a witty and stimulating essay, and on that, socially speaking, most important development in American drama in years, The Little Country Theatre at Fargo, by the founder, Alfred Arnold. Brief reviews and bibliographies of all current drama publications appear as usual.

The first edition of the New International Encyclopedia has been considered an indispensable work in libraries, schools, and for the use of the general reading public since its first appearance. The second edition, now being published, shows it to be a carefully revised work with no striking changes, but it maintains the high standard of the first edition, its best features being used and expanded.

The work has been brought up to date by liberal additions in text and illustrations. There are entirely new articles under some heads, and many large subjects have been broken up into sub-heads. Full-page illustrations have been added, as well as excellent cross-references and bibliographies, and some new maps have replaced old ones.

An excellent feature is the use of lighter paper; the type remains unchanged, but the pages are a trifle longer. The work is really a new edition from new plates and not a reprint, and is a credit to publishers, editors and contributors.

The reference librarian of the Chicago public library said in answer to a query concerning its use: "We couldn't keep house without it."

A wonderfully beautiful and extremely interesting volume is that recently published by the Letters and Arts Publishing Co., of New York, entitled *The Vatican—Its history—Its treasures*. By special permission of the Vatican household, admission was allowed to the private rooms and chapels of this great historic palace with its numberless galleries, apartments, museums and chapels and permission was given to reproduce by photography the wonderful wealth of historic, artistic and beautiful pictures, sculpture and decoration which makes the Vatican the most noted building in the world.

The text describing the different parts of the Vatican and the treasures they contain is charmingly written by eminent authorities entirely familiar with the departments of which they write. It is full of art information from an historic standpoint as is natural since the collections in the Vatican form the basis of the history of both Greek and Italian art, and, while entirely free from religious or political coloring it is evidently written with sympathy for and pleasure in the narrative that gives a liberal vision to the reader.

To those who have seen at least a part of the Vatican with its wonderful museums, chapels and gardens, it is like a repetition of a visit. To those who have not seen these wonderful collections, the volume offers a liberal education both in its history and marvelously beautiful pictures. For artists and historians, it will have a peculiar charm and for the Catholic reader it offers a pleasure and satisfaction unequalled in any similar work.

About 75 pages are devoted to intimate history and description of the Vatican library and its related treasurers and archives. The illustrations of these are particularly beautiful and illuminative.

### Library Schools

#### University of California

Owing to building operations to be begun in the spring which will render the greater part of the library building untenable for several months, the summer course in library methods, which has been offered for four years, will be omitted in the summer of 1916.

HAROLD L. LEUPP.

#### Carnegie library of Pittsburgh Training school for children's libraries

The Training school opened for the second term January 3, on which date the class had the pleasure of hearing a talk by Miss Josephine Rathbone, vice-director of Pratt Institute library school on "The development of library work with children."

Beginning January 10 the students of the junior class are scheduled 10 consecutive Monday mornings for practice work at the lending desks of the system. Each student during this period receives experience at three different lending desks.

Ruth McGurk, '13, has been appointed librarian of the new West End branch of the Cincinnati public library, Cincinnati, Ohio.

Muriel Rose Samson, junior student, '13-14, has resigned her position as assistant children's librarian on the staff of the New York public library to accept the position of assistant children's librarian in the Wylie Ave. branch of the Carnegie library of Pittsburgh.

Amelia T. Pickett, junior student, '14-15, has been appointed librarian of the Green free library, Wellsboro, Pa.

#### New York public library

The winter term began January 3, with all but one junior student present, and the addition to the class of Mrs Jessie Scott Millener, who will finish the work of the course begun and interrupted last year. A few vacancies in the senior ranks are due to gripe.

On the first morning's program, Miss Murray's demonstration binding and repairing lecture was given, pre-

liminary to Mr Arthur F. Bailey's lectures on Binding material and binding procedure, on January 5. The students had the pleasure of meeting Mr Bailey socially after the lecture.

Miss Isadore G. Mudge's lectures to seniors of the school and college library and the Advanced reference and cataloging courses began January 3.

On January 5, students of the latter course had a lecture from Miss Sarah Harlow, librarian of the Botanical garden, on the Literature of botany.

Mrs Frances Rathbone Coe opened the term for the seniors in administration by a talk on Publicity for libraries. The following day these and the students of the children's librarians' course visited grades 1-3 of the public schools, going to the schools nearest the branch library in which they have practice. The latter class also visited the children's rooms in some of the upper west-side branches.

The school was represented by its principal at the meeting of the Association of American library schools in Chicago, in December.

Miss Ruth McLaughlin (Jr., '13) is now a member of the Chicago public library staff.

Miss Nora Cordingley (Jr., '12) has accepted a cataloging position in the library of the State agricultural college at Ames, Iowa.

Mr Ralph Gossage (Jr., '15) now working in the Belgian concentration camp in Holland, has recently had the experience of helping to convoy British prisoners from Germany back to England and German prisoners from England back to the German frontier.

MARY W. PLUMMER,  
Principal.

#### New York state library

Among recent additions to the school's collections are 16 early American books for children, which came as a Christmas gift from Miss Caroline M. Hewins. The book plate collection has received from Mr W. S. Biscoe about 1,500 additional items, many of them from the Blackwell collection,

a number of sale catalogs and I. H. Brainerd's rare memorial volume on E. D. French. Special emphasis on bookplates of residents of New York State is planned and any contribution will be welcomed by Miss Woodworth, custodian of the collection.

Lectures, other than those by the regular faculty, have been given as follows:

Dec. 1. A. W. Abrams. Visual instruction. Illustrated by slides of good and bad examples of educational pictures.

Dec. 16. Royal B. Farnum. Books on the fine arts.

Jan. 8. Mary E. Hall. High school libraries.

The regular school program will be suspended from March 6 to April, while the students are engaged in field practice work outside of Albany.

The first typewriting test given by the school was given Jan. 10. It was postponed to this late date because of the short time given students this year to prepare for it. Hereafter it will be given as an entrance test early in the year and all candidates admitted will be expected to prepare for it before the beginning of the school year.

Helen Carver, '14-'15, was married to Mr Hugh Lester on January 8, at her home in Cambridge, Mass.

F. K. WALTER.

#### Pratt Institute

The first term closed December 18 with examinations in cataloging, classification, shelf-arrangement and alphabeting. In the last-named subject the class-room procedure has been modified this year. Instead of dictating examples of the alphabeting rules to the class for arrangement, the entries were typewritten, mimeographed in sheets, and then cut up into slips of index size. These were distributed after each lesson and the students filed them cumulatively, until, at the close of the course, they each had a carefully revised set of about 250 slips, including all the probable snags in arrangement. For the examination each student was

given a carefully disarranged set of the same slips to alphabet correctly.

The annual Christmas party was held on December 16 in the north classroom, where a gaily decked Christmas tree and amusing games made a very pleasant afternoon.

The Vice-director attended the A. L. A. council and represented the school at the mid-winter meeting of the Association of American library schools. She visited the Carnegie library of Pittsburgh on her return and spoke to the School. While she was in Pittsburgh Miss Bogle invited the Pratt alumnae to meet her at dinner.

The first lecture of the second term was given by Miss Theresa Hitchler, head cataloger of the Brooklyn public library, who gave the class some advice as to the cataloger's attitude toward her own work and toward library work in general, and also told them of the organization of the catalog department of the Brooklyn system.

The students attended the January meeting of the New York library club held at the Wanamaker auditorium, the discussion being the subject of music in libraries.

Miss Lorette Jenks, '13-'14, has been made an assistant in one of the branches of the Chicago public library.

Word has been received of the marriage on December 2 of Miss Maude W. Fowler, '14, to Clarence John Russell at Boston, Mass.

JOSEPHINE ADAMS RATHBONE,  
Vice-director.

#### Syracuse university

The courses in book selection have been strengthened by the addition to the school library of 150 volumes for use in that work.

The seniors in the Library school gave a reception on Friday, December 17, to the members of the other classes. About 40 guests were present, including the members of the faculty and of the library staff.

The faculty of the College of Liberal arts has voted to allow credit toward the A. B. degree for 10 hours



of work taken in the Library school. This action gives to the Library school the same recognition as that granted to the other technical and professional schools of the university.

Miss Elizabeth French, '15, who has been in the cataloging department of the University library, has resigned to accept a position in the Syracuse public library. Her position in the University library is being filled temporarily by Miss Elsie Johnson of Point Chautauqua, N. Y., also a graduate of the Syracuse library school.

E. E. SPERRY,  
Director.

#### Western Reserve university

The first assignment for practical work in the Cleveland public library system ended with the Christmas vacation. An innovation was made this year in that the students worked one full day each week instead of two separate half days. The course in loan systems was carried on during the same period. The students who had had experience in the Cleveland library system were assigned to college library work, either in the Adelbert college or the College for women. During the year each student is given the opportunity to attend one of the staff meetings for book selection at the Cleveland public library. This experience is particularly helpful in connection with the book selection course; much is gained from the book reviews there given, and opportunity is also afforded the student of observing something of the esprit de corps of the Cleveland staff.

By action of the Board of Trustees, the Director has been given the additional designation of Professor. Mr Strong was promoted to Associate professor and Miss Howe to Assistant professor in the university.

It has been voted by the Faculty to require for entrance to the school a knowledge of typewriting.

Mrs Edna Lyman Scott will give a course in Library work with children January 17-29, being chiefly a study of children's literature. Miss Burnite will,

as heretofore, give lectures on the administration of children's rooms.

The students of the library school gave a Christmas party December 18 in the rooms of the School to which the members of the faculty were invited by a very clever announcement. A Christmas play was presented by four members of the class.

The Christmas vacation lasted two weeks, beginning December 23 and extending to January 6. During that time, the Dean, the Director, and the Secretary attended the Mid-winter library meetings in Chicago. The first class period after the holidays was given over to a report of this Mid-winter meeting and also reports by students on the various libraries visited during their vacation, which included Baltimore, Pittsburgh, New York, and Chicago.

ALICE S. TYLER,  
Director.

#### University of Wisconsin

The school opened with an address by Mr J. I. Wyer, Jr., of New York state library school. Mr Wyer spoke in the morning on Librarianship, its aims and ideals. In the afternoon the class met Mr Wyer informally, and for an hour were delighted to hear him discuss modern poetry, with many readings from the new poets to illustrate his points. In the evening, in the lecture room of the school, a group of readers, almost entirely professors from the university, gave a spirited dramatic reading of *Captain Brassbound's Conversion*, in honor of Mr. Wyer.

Correlating with the course in children's literature, two lectures have been given; Teaching eighth grade pupils how to use the library, by Miss Mary A. Smith, of the Madison free library, and the High school branch, by Miss Ruth Rice, librarian of the branch.

On January 8, the announcements for field practice were made, an event always eagerly awaited by the students. Each assignment is on charge of a member of the faculty, so that field practice is under careful supervision.

In the libraries where trained librarians are employed, the work is under their direct supervision, in consultation with a member of the faculty assigned to that library as to the needs of the individual student.

The assignments are made under the broad divisions of

1. *General work:* The public libraries of Ashland, Baraboo, Black River Falls, Fond du Lac, Fort Atkinson, Madison, Oshkosh, Shawano, and Viroqua receive students to help in all parts of the work during February and March. There are three new library buildings in this group, and the students will assist in getting the work started in the new buildings.

2. *Cataloging and other records:* for this work, the public libraries of Barron, Beloit, Chippewa Falls, Hudson, Janesville, Rice Lake, Spooner, Stanley, Stevens Point, and several offices in the Capitol have opened their doors.

3. *Assistance for special work:* Fox Lake, Lake Mills, Superior, Waterloo, and offices in the Capitol offer problems of inventory, children's work, subject headings, classification, publicity, picture collections, etc.

4. *Organizing* will be done at Laona and Stone Lake, two communities in the northern part of the state that are just starting libraries.

5. *Reorganizing* will be undertaken at Thorp and Waukesha.

6. *Reclassification*—changing from the Expansive to the Decimal classification will be continued at the Beloit free library; it was commenced last year by a group of students.

The class of 1916 has elected officers as follows: President, Miss Helen E. Farr, of Eau Claire; vice president, Miss Vivian G. Little, of St. Louis; secretary, Miss Gertrude L. Ellison of Duluth, Minn.; treasurer, Miss Stella E. Baskerville, of Madison.

Mr Dudgeon, Miss Hazeltine, Miss Carpenter, and Miss Humble, of the Library School faculty, attended the midwinter meetings held in Chicago during the holidays.

Miss Susie Lee Crumley, head instructor of the Atlanta school, was a welcome visitor at the school on January 3.

Mary E. Dow, '11, librarian of the Saginaw (Mich.) public library, has presented the school an appropriate pedestal for its cast of the Winged Victory.

MARY EMOGENE HAZELTINE,  
Preceptor.

## News from the Field

### East

Harold T. Dougherty, librarian of the Deborah Cook Sales library, Pawtucket, R. I., has resigned to become librarian of the Public library of Newton, Mass. He succeeds Miss Elizabeth Thurston, resigned.

A new library building, the gift of the late Frances Buttrick, was opened to the public at Waltham, Mass. with appropriate exercises on December 11. The building designed by Loring & Leland of Boston, is built of brick with trimmings of Indiana limestone, has a beautiful setting on the main street in the midst of a wide lawn with trees and shrubs. The building is of fire-proof construction, beautifully and tastefully furnished and with arrangements made for the comfort and convenience of the public, the library presents a most attractive appearance. The lecture hall has its own entrance and will seat about 150 people. This is in the basement as are the locker rooms and lunch rooms for the staff.

Prof John Christian Schwab, librarian of Yale University library, died January 12, at the age of 50, after a short illness of grip and pneumonia. Prof Schwab was graduated from Yale in '86, studied in Germany and received his Ph. D. from the University of Goettengen in '89, having received previously an M.A. from Yale. He returned to Yale as lecturer in Political economy in 1890 and rose to the full professorship in that department, from which he resigned in 1905, to become librarian of the university. He was editor of the *Yale Quarterly Review*, a member of the Century club, New York, as well as several learned societies. He had considerable published work to his credit, one specially noteworthy—History of the Confederate States of America.

The news of his death was received with much sorrow in all departments of Yale university. Professor Schwab was a very genial man, made hosts of friends and was popular not only in

university circles but also as a citizen of New Haven. He was a member of the Public library board at the time of his death.

The mayor of the city, in pronouncing his eulogy said: "The city was fortunate in being able to avail itself of the rich experience and wide training which enabled Prof Schwab to contribute to the library of the city, ideas which have proven most valuable. His death is a genuine loss to the city."

The corporation of Yale university has confirmed the designation by the president of Andrew Keogh, M. A., at present reference librarian, as acting librarian pending the appointment by the corporation of a permanent successor to Professor Schwab.

#### Central Atlantic

Dr R. A. Witthaus, who recently died in New York, left \$100,000 to the Academy of Medicine to improve the library of the institution.

Adelaide H. Grenside, N. Y. State, '14-'15, entered the central lending department of the Carnegie library of Pittsburgh on January 10.

Henrietta M. Blasl, N. Y. State, '10, has resigned her position in the Catalog division of the Library of Congress to become secretary to the superintendent of the Orthopedic hospital in New York City.

A course of five lectures on story telling has been arranged for Miss Marie L. Shedlock, of London, to be given at the McDowell Gallery, New York City, Jan. 26-Feb. 23, by Annie Carroll Moore of the New York public library.

After January 1, every reader in the New York public library will be allowed to borrow six books at a time instead of only four as is now the case. The cards granting special privileges for large number of books for indefinite time have been withdrawn.

Dr F. Weitenkampf, chief of the Arts and Prints division, of the New York public library, contributed a pa-

per at the meeting of the American Historical association in Washington, December 28, on "Pictorial documents as illustrating American history."

There has been an appropriation of \$210,000, approved by the Board of Estimate of Brooklyn, for the erection of a small part of the new building for the central library of that city. The foundations were laid several years ago and the new building which will be begun at once will afford much needed protection for some of the valuable material at the library.

The annual report of the City library of Kingston, New York, records a circulation of 55,434 v.—an increase of 11 per cent. Of this 64 per cent. were fiction, of which there has been a reduction of 9 per cent. in the last 5 years. There were 30,815 visitors to the reading rooms and an increase of 30 per cent. in the use of the reference books. There was a large circulation of the mounted pictures among the schools.

One of the six statues in a group by Paul Wayland Bartlett for the New York public library was put in place on December 23. Mr Bartlett has been working for six or seven years on the group for the attic over the entrance. The figures include Philosophy, Religion, Romance, Drama, Poetry and History. The statue of Philosophy was the one put in place. When this group has been installed and the two marble statues by Frederick MacMonnies have been substituted for the plaster casts now at the right and left of the main entrance, the exterior decorations of the library will be complete.

Mr Wilberforce Eames has asked to be relieved of the administrative duties connected with his position as chief of the American History division of the New York public library, in order to devote a part of his time to the completion of Sabin's "Dictionary of books relating to America," the editing of which he was forced to discontinue some years ago by pressure of library

duties. Victor Hugo Paltsits will succeed him as chief of the American History division and will continue also as keeper of manuscripts. The change is effective January 1, 1916.

Mr Eames will continue to give a portion of his time as bibliographer to the library, which he has served so faithfully for 30 years.

#### Central

Edith N. Grout, B. L. S., N. Y. State, '13, has received an appointment as assistant in the Minneapolis public library.

The high school library at Fond du Lac, Wis., has received a gift of \$1,575 for books from a California millionaire who was formerly a high school student in Fond du Lac.

William N. Daniells (N. Y. State '13) librarian of the Agricultural and Mechanical college of Texas and Miss Maud M. Parkinson of Madison, Wis., were married at New Orleans, December 29, 1915.

The Case library of Cleveland has issued a list on the Modern drama material to be found in that library. The Case library has reached the seventieth year of its existence. It contains more than 87,000 v. and 300 current periodicals are kept on file. Its especial emphasis is laid on reference work.

The training class of the St. Louis Public library has 12 students. In addition to hearing regular lecturers, these students attend the meetings for the general staff as well as the lectures of the visiting librarians. The students work in the various departments at both the main and the branch libraries—assignments being changed every month.

The annual report of the Public library, of Manitowoc, Wis., records 13,734 books in the library of which there was a circulation of 38,340. Instruction in the use of the library was given in the eighth grades and the circulation of books on teachers' cards was more than double that of last year. A complete set of the Catholic encyclo-

pedia in 16 volumes was given by the Knights of Columbus. Several other gifts were received.

A report of the Public library, of Milwaukee, for the year 1915, records a large circulation of 1,261,970 v. of which 38.3 per cent. was adult fiction and 28.2 per cent. was children's fiction; circulation at the main library, 260,599 v., the rest being drawn through the schools and branch libraries of which there are seven. The number of books received during the year, 16,420; total number on the shelves, 301,022; number of card holders, 66,878.

Recent gifts of works of art to the Public library of St. Louis, include a replica in marble of Sir Francis Chantrey's bust of Sir Walter Scott, four paintings by Rosa da Tivoli, statuette by Nancy Coonsman and an heroic bust of Mark Twain by Bringhurst. The original of the Chantrey's bust stands in Scott's mansion at Abbotsford, Scotland; the paintings by Rosa da Tivoli (pseud.) are over two centuries old and critics pronounce them to be of historical interest; the Coonsman statuette represents the head of a child—the work itself is about 6 feet high and stands on a base about the same height; the bust of Mark Twain is a replica of that made for the monument at his birthplace.

Statistics concerning the Public library of Chicago, notes two new branches and eight sub-branches opened during the last year. The use of the library increased from an average of 15,000 to 20,000 persons daily. The library is closed only two days in the year—the Fourth of July and Christmas. The system now consists of 889 agencies—34 of these being branch libraries, 21 business house branches, 26 deposit stations in the suburbs and 76 delivery stations. The total recorded use made of the library for the year was 9,397,252; the home circulation was 4,611,829. It is planned for 1916, to open 9 branches, 3 general branches, 3 in high schools and 3 in

grade school buildings. It is also planned to add 10 or 12 sub-branches for circulation and about 300 class room collections in schools, 50 to 60 deposit collections in engine houses, missions, Y. M. C. A. buildings and young people's clubs.

#### South

Jessica G. Cone, N. Y. State, '95, has been appointed assistant in the library of Goodwyn Institute, Memphis, Tenn.

The Highland branch of the Louisville public library was considerably damaged by fire, December 19. The loss is entirely covered by insurance.

An effort is being made by the authorities of the Louisville public library to procure stopover transfers for passengers using the street car lines passing the main library building.

A branch of the Public library in the rooms of the Louisville Telephone Society has the largest annual circulation of non-fiction books of any of the other stations, except that in the Jefferson county jail.

A new library building for the University of Missouri was formally opened January 6. Addresses were made by the president of the university and other prominent citizens of Missouri. A handsome little pamphlet of 30 pages gives the history and description of the new building, showing both interior and exterior views.

Regular librarians have been appointed for the Boys' and Girls' high schools, respectively, at Louisville, Ky. Miss Edna Grauman will take charge of the first and Mary Brown Humphrey of the second. These libraries are to be conducted jointly by the Board of education and the Public library board as high school branches of the Louisville Free public library. The librarians have been elected members of the faculty and will remain on the staff of the public library. If this proves a success it will be made permanent in September, beginning with the next school term.

#### West

The Oklahoma state penitentiary has recently instituted a library for the prisoners' use which is much appreciated. The collection contains about 5000 v.

Ida Day, recently a member of the Emporia normal school library staff, has been elected librarian of the Public library at Hutchinson, Kansas, succeeding Miss Amy Cowley. Miss Day took the library course at Kansas state normal school.

The Utah library association will call a meeting of the librarians of Wyoming, Idaho and Utah to be held in Salt Lake City in the spring. As the A. L. A. will hold its convention in the East, it is thought best that a meeting be held in the intermountain country for those in that locality who will find it impossible to attend the national meeting.

#### Pacific Coast

Julia Steffa, B. L. S., N. Y. State, '07, has resigned her position with the Los Angeles County free library to accept the librarianship of Ventura County free library.

The scientific library, containing the works of French investigators which were in the French building at the Panama-Pacific exposition, has been presented to the University of California library.

Mrs Julia G. Babcock, who has been librarian of Yolo County free library since July, 1914, was appointed librarian of Kern County free library, Bakersfield, California, in December, and began her work there January 1, 1916.

Miss Harriet Eddy, superintendent of the County library division of the California State library is rejoicing over the expansion of the yellow map from the extreme North to the Southern boundary of California, covering 33 county library systems. The county library plan has been in coöperation in California State library is rejoicing



the growth of the work has been remarkable. About 1,200 branches have been established, making library service available to every resident of the county. Service to the schools is a special feature. Only a few localities in the North Central part of the state remain outside the county library system.

The Public library's section in a recent city budget exhibit at Spokane, Wash., attracted much attention. The library material included a sample classroom collection, photographs, multigraphed forms, a chart showing growth curves, an organization chart and a graphic presentation of comparative per capita cost of operating public libraries in eight western cities.

The Spokane Ad club made its anniversary meeting in November "library day," with an address by Librarian George W. Fuller on "The public library and the library public." Lists of books for business men were distributed. The Chamber of Commerce had previously given a day to the library with a talk by the librarian on "The business of administering a library."

Mr Fuller also addressed a ministers' club in November, on "Harmful books" and spoke at the evening service of a Presbyterian church on "The ministry of good books."

The main building of the Spokane public library has been re-opened on full time, after being closed mornings for 13 months, on account of inadequate appropriation.

The city council has now allowed an increase of the appropriation to one-half of one mill, or \$44,000. The amount previously allowed was \$40,000. The increase permits the opening of the main building mornings, but the library board has not considered it sufficient to restore the annual salary increases for assistants, which were deferred last year.

#### Foreign

A gold watch was presented to L. Stanley Jast by the Library's commit-

tee and other friends, as a token of esteem of him and his work as chief librarian at Croyden, 1898-1915. In addition, a handsomely bound volume containing signatures and an official resolution of regret at Mr Jast's departure from Croyden was given him.

A note from Mr Asa Don Dickinson, who has gone to Lahore, India, to organize libraries for the Province, expresses pleasure in his surroundings. A training class has begun work at the University library. He writes that Kipling's *Kims Zamaarneh* is within a hundred yards of their abiding place.

#### Traveling Libraries in British Columbia

Mr Herbert Killam, librarian in charge of the traveling department of the Provincial library in Victoria, B. C., writes:

"This year will show considerable increase in business and considerable decrease in appropriation. New stations, new kinds of stations and greater interest on the part of librarians, better quarters for work, all combine to make one feel that the time is not wasted and that results will be worth while. One of my newest stations is interesting. I had sent a box of books to a wireless station and the keeper, probably telling the news of the day to another station, mentioned the fact. This second station combined with a light house, occupies a rock in one of the most exposed stations of our coast. There are six men at that station and they receive visits from the supply steamer about twice a year. The keeper wired me that if I could possibly send them books by the steamer leaving here the next day on her last trip for the winter, they would be appreciated. So the books were hustled off to them and the wireless lets me know that the box was received and that it will be returned next June. Who wouldn't enjoy books, if we were captives in such a place?

"New railway lines are opening up a district where we were unable to send books before, and my next move, if

funds and books are available, will be to dot that district with library stations. Advertising the libraries has never been necessary in this Province. They seem to recommend themselves and the readers in a district tell other friends outside about them, so applications come in steadily, almost more than I can handle."

### Gifts to Libraries

In a recent Associated Press report of gifts and donations of note during the year, the following contributions for library buildings were included:

Bradford, Maine, J. B. Curtis.....	\$ 20,000
New York, N. Y., August Meitz...	9,000
Alexandria, Pa., Wm. H. Woolverton (N. Y.).....	40,000
Bennington, Vt., John G. McCullough .....	10,000
Pendleton, Oregon, Andrew Carnegie .....	3,500
Lexington, Mass., Laura M. Brigham .....	2,500
Maysville, Ky., Thomas A. Davis...	7,000
New York, N. Y., John M. Cadwalader .....	151,000
New York, N. Y., G. H. Wright...	100,000
Alton, Mass., O. J. M. Gilman.....	17,000
Sandwich, N. H., Samuel T. Wentworth .....	18,000
New York, N. Y., Dudley P. Allen.	200,000
Syracuse, N. Y., Mary B. Kellogg..	20,000
Boston, Mass., Samuel S. Shaw...	5,000
New Orleans, La., Norman Conrad.	5,000
Greensboro, Ga., Andrew Carnegie.	6,000
New York, N. Y., Amos F. Eno...	20,000
Scranton, Pa., John Handley.....	200,000

### Weather Classification

A tentative classification for meteorological literature has been prepared by Eleanor Buynitzky of the Weather bureau in the United States department of agriculture, has been reprinted as a subject from the monthly weather review 43: 362-364. Classification has been adopted from the scheme used in the International catalog of scientific literature. Several heads are used which are sub-divided decimally to include various divisions. The main heads are: General works, Observatories, Instruments, Aerology, Pressure, Temperature, Atmospheric moisture, Hydrology, Circulation of the atmosphere, Atmospheric electricity, Climate and weather.

A second edition of "Lists of material which may be obtained free or at small cost," compiled by Mary J. Booth of Eastern Illinois state normal school, Charleston, has been issued by the A. L. A. Publishing Board. The list is arranged alphabetically under subject and contains 67 pages. Very valuable information is contained in the preface as to how to obtain the material, the highest limit in price of which has been placed at 50 cents. The contents of this pamphlet will be found useful in reference work in every library. One might wish, therefore, that the Publishing Board had put a more practical cover on it than the light green paper.

The General Federation of women's clubs, in coöperation with the United States children's bureau, will observe the week of March 4-11, 1916, as National baby week. The Children's bureau of Washington will supply information in various forms. All organizations and institutions as well as all public officials and citizens are invited to participate in a nation-wide theme and attract attention to baby welfare and its various phases.

Mrs Florence Wilkinson Evans, who has lately returned from an extended stay abroad, in commenting on what seemed to her an increased interest in poetry and literature, says:

What I have found in American literature since my return, is the decadence of fiction, especially magazine fiction, and the widespread interest in poetry. Poetry interests people, and I can account for it apart, of course, from the fact that such splendid poetry is being written—on the score that in substance and form it is terse and condensed, and that it is becoming again a spoken art. The American people are terse in their thinking and speech, and before poetry could win their sympathy, their understanding and appreciation, it had to take on this national characteristic.

A fairly complete file of the *Survey* for three or four years back can be had by any library who will ask for them from M. L. Bowsell, No. 1, The Somerset, Cincinnati, Ohio.